
JOINT REPORT

of

Executive Council, President, Vice-Presidents,
Secretary-Treasurer-Legislative Agent

to the

Forty-fifth Annual Convention



AUGUST 4 - 5 - 6 - 7 - 1930

Massachusetts State Federation of Labor

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JOINT REPORT

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Executive Council, President, Vice-Presidents, Secretary-Treasurer-Legislative Agent

In accordance with the constitutional provisions your Executive Council respectfully submits the following report, with the suggestions and recommendations it deems necessary.

During the year the Legislative Agent was called upon for reports and suggestions; the resolutions referred by the last convention to the Council were seriously considered and appropriate action taken on each one, and the Council, as provided in the Constitution, met monthly.

LABOR INJUNCTIONS

The labor injunction, as applied by some of the judges of our Massachusetts Courts is the most vicious and unconscionable abridgment of human liberty and individual rights that has ever been attempted in the whole history of civilized nations.

A survey of these actions during the past year furnish clear proof that the discretionary power which judges assume in this field, has been used to restrict and destroy the few remaining rights which our unions have had in their dealings with employers.

The doctrine that property rights or the business and profits of employers is supreme, when opposed to the personal rights of individuals associated together in trades unions, has been given full and unbridled sway in most of the recent actions in labor equity.

Injunctions have been issued carrying enormous money damages against our unions, and embodying harsh and restrictive prohibitions upon our lawful actions, and which have given greater provocation to our membership than the abuses which caused our forefathers to fight and die in the Revolutionary and Civil Wars.

Cognizance must be taken of these intolerable conditions and immediate steps taken to re-establish at least a minimum of liberty and justice for our people in this commonwealth.

Government by judges and judge-made law is not wanted in Massachusetts, and we are convinced that we can curb this flagrant injustice by the use of lawful and proper methods.

Therefore, we recommend that the incoming Executive Council be expressly charged with the task of gathering copies of all the final decrees of injunctions against labor in this commonwealth during the past three years.

That the council create a fund of money for the exclusive use of this campaign. That the best possible firm of attorneys who will honestly perform their tasks be engaged to carry out our plans.

That we file queries for an interpretation of the language and meaning of certain of the provisions of these injunctions. And finally that a red hot campaign of publicity and protest be inaugurated throughout the state, in order that the curing rays of right and reason may be focused on these sickening documents of brazen injustice.

In our opinion, the proper attention to and treatment of this subject constitutes one of the most important duties with which the Executive Council could be charged, and we trust the convention will accord it a large measure of earnest consideration.

LABOR PRESS

During the past year the support extended the trade union movement by the labor press has been of almost incalculable benefit. The editors and publishers of the labor press have given unstintingly of their time and energy to aid the growth and progress of our movement.

While the labor press in our state is limited, yet the excellent stand and distribution of these papers overcome to some extent the number. The assistance given by the "Labor News" of Worcester to the theatrical trades against the unfair theatres of Worcester was invaluable.

We earnestly recommend that this paper receive the active co-operation of the organized workers of Massachusetts during the coming year.

WORKERS' EDUCATION

Education is a continuous process that scarcely has a beginning or an end. It seeks to satisfy the needs and desires of mankind.

The trade union movement has always been a factor in the progress of the educational movement. It was but natural that some emphasis of the trade union was placed in educating its members—the workers.

The workers' education movement has had a slow but sure growth. It is a force recognized by all for much good. The movement has been fortunate in having a central agency to direct its course. The Workers Education Bureau, the recognized agency in this

country, is making a constructive effort to advance the progress of the workers' education movement.

The State Federation of Labor has always co-operated in the worker's educational movement and will continue to do so.

ORGANIZATION

The Executive Council of the American Federation of Labor has recommended that we try and double our membership during the year. We heartily concur in this recommendation, and we do not believe it necessary to point out the necessity for this action.

We live in an age of organization. We must strengthen our ranks and it is a job for each and everyone of us.

During the past few years has come the development of the auto industry, aeroplane, mechanical refrigeration, vacuum cleaners, many electrical appliances, radios, etc., in some of which industries mass production methods are applied.

Mass production methods have been introduced in many other industries than those named, and as a general rule they are established and operating before the union begins to consider organization plans.

There must be some definite responsibility for the watching of such developments. It would be more desirable to have industries initiated with union contracts and under union conditions.

If each central labor union had a special committee to be on the watch for new industries, to make reports both to the local body and to the A. F. of L., the movement would be in a much better position to make the necessary organization plans. It is obvious that we need to have greater systematic observation and study to direct organization activity.

Each unorganized worker adds to the load which the labor movement must carry. In recent years the load has become increasingly heavy.

More emphasis, more effort, more energy should be placed in recruiting members.

AFFILIATIONS

Affiliations of local unions were at a standstill since the report of your officers to the Lowell Convention.

This is a condition that must be remedied if the prestige of the State Federation of Labor, in legislative measures for the welfare of the workers of Massachusetts, is to continue.

The incoming President of the State Federation should make a visit at least twice during the coming year to all districts, and through the Central Labor Unions of the district urge affiliation on the locals affiliated with these central bodies.

REGIONAL CONFERENCES

For the fourth successive year Regional Conferences under the direction of the State Federation of Labor

have been held in various parts of the state. The conferences this year were held in

Worcester	January 26
Brockton	February 9
Boston	February 16
New Bedford	February 23
Lawrence	March 2
Springfield	April 13

These conferences are attended by trade unionists and serve to impress the members of trade unions with the importance of our work. Your Legislative Agent and a Vice-President in the particular district attend these conferences.

The legislative problems of the workers are discussed in a business-like manner, and the aid of those in attendance is secured in the advancement of our legislative program.

These Regional Conferences also serve to acquaint the various trade unions with the necessity of affiliation, and help in a material manner to increase said affiliations.

They do much to stimulate a demand for the union label, and we, therefore, recommend the continuance of these conferences.

WORKMEN'S COMPENSATION

We believe this matter belongs in the Legislative Agent's Report.

UNEMPLOYMENT

Aggravated to an alarming degree by business depression, the problem of unemployment faces organized labor more acutely today than for many years.

While much has been said of unemployment statistics and relief measures fostered by the local, state and national governments, the fact is that the situation has not even been gauged accurately, far less has it been solved.

The problem really is not peculiar to 1930; it is the old problem grown almost overnight to such unwieldy immensity that even commerce and industry now suffer from it. The seriousness of the situation presents a challenge—and an opportunity—to organized labor. We must now seek action to afford relief to the great masses of the unemployed and to make plans to prevent such widespread unemployment ever occurring again. For the first time in years we find both business and the community conscious of a common need for such action.

Words and volumes have been spoken about the so-called Hoover Plan of pushing public building enterprises in times of unemployment.

Governor Allen and the State Department of Labor heartily endorsed this plan and promised co-operation in Massachusetts. However, it is difficult to detect any appreciable move in this direction up to the present.

Propaganda is meaningless. Today we ask for a real finding of the facts, real development of relief and remedial measures, both immediate and permanent,

and definite adoption of such measures as will create work for the workers not only in 1930 but in succeeding years as well.

Unemployment is too real a problem to become the football of professional politicians, who distort the facts and make but empty promises. It requires far-seeing statesmanship that can understand and combine economics with public welfare.

To elect only such candidates as possess these qualifications and to press constantly for constructive legislation is a duty of every one of us. To demand unselfish service from every public official is equally important. Let us beware particularly of exploitation in the time of need.

Throughout our commonwealth there are idle factories with promises of low rentals or low purchase prices and industrial promoters are seeking and welcoming new industries. So do we. But let us not be hoodwinked by manufacturers not content to profit by these economies, but demanding skilled labor at starvation wages. Every such factory undermines the standards of labor and the standards of living attained through years of struggle and suffering. They endanger the livelihood of workers in competing factories; they sap the strength and health of their own workers and their workers' families; and they undermine commerce and industry alike by destroying the purchasing power of the community. The way to progress is only through higher standards. Let us make sure to obtain them.

FIVE-DAY WEEK

Labor's effort to establish the Five-Day Work Week made notable progress the past year. Many organized wage-earners were able through agreements to establish the Five-Day Week. Some secured it after a battle, while others received it through conference. Even some employers not under contract with unions reduced the work week of their employees. It is easy to appreciate that labor is on the right road.

The movement for the Five-Day Week was initiated in 1926 and was in keeping with the effort of the labor movement to shorten the hours of labor. The struggle to reduce the hours of labor is too well known to need repetition here. Suffice it to say that regulating the hours of work so that wage-earners might have more opportunity for recreation and other healthful pursuits has been one of its fundamental goals. During the past century and a quarter the work day and the work week have been steadily reduced.

This is progress of which labor may well be proud. It has brought benefits to millions and harm to none. Shortening the work-day has turned toil into pleasant labor; has afforded the nation's citizens greater opportunity to participate in national problems and has made possible better home life.

The drive for the complete establishment of the Five-Day Work Week will continue. It is an end toward which some unions may strive directly, while others have still an intermediate goal to reach. Many of the

unorganized are still working long hours. For them organization must come first.

OLD-AGE PENSION

The Old-Age Assistance Bill passed at this year's session of the legislature represents a doubtful advance and is surely disappointing to those who have been advocating real old-age pensions for years.

As it stands now, it is at best a glorified and liberalized pauperization measure and under no consideration can it be said that it meets the wants of our aged and needy citizens. We probably will still have a long, bitter fight before we can secure a real old-age pension that does not have the stigma of charity attached to it.

We all know that the poorhouse as it now exists is a relic of barbarism and has no place in our civilization.

The solution can only come when the state pays a pension to the needy aged based on equality and justice, in keeping with every principle of justice and humanity.

POLITICAL CAMPAIGN

The year 1930 will be a trying one for labor on the political field. The records of the various candidates for major political office will be available to Central Labor Unions and local bodies.

Non-Partisan Committees must be formed in each district and the widest publicity given to the favorable or unfavorable records of candidates for public office.

Unfriendly candidates will no doubt use the wet or dry question to hide his or her unsavory labor record.

The Non-Partisan Committees must scrutinize the labor records of all candidates for public office and arouse public sentiment in favor of those candidates who have given their support to labor's program.

COMPANY UNIONS

For many years now we have been calling attention to the misnomer for slavery — the company union. This sort of organization is resorted to by all unscrupulous and deceiving employers for the purpose of enslaving the workers and denying them their just rights.

Our observation during the past year leads us to believe that the worker is finally awakening to the fallacy of placing any confidence in such schemes, and we have also noted that company unions have not made much progress during this period.

The dawn of understanding in this regard is coming to many branches of industry. Workers are giving up their fetiches and joining legitimate trade unions.

When we know and realize that company unions do not raise wages, do not shorten the hours of labor, do not improve conditions; when we again realize the hopelessness of company unions, we can believe and have faith that before long they will pass out of the picture, and in their place will be substituted the trade unions, that make honest, upright citizens; clean, intelligent

home lovers, and industrious and expert mechanics and workmen.

God speed the day when all workers will be free from the slavery of company unions.

INDIVIDUAL CONTRACT

The so-called Individual "Yellow Dog" Contract continues to menace and jeopardize the labor movement. During the past year an effort to lessen the evil of this vicious document was frustrated.

A bill introduced into the Legislature at the behest of the shoe workers was declared to be unconstitutional by the Supreme Court.

We observe that the State of Wisconsin passed a bill outlawing the Individual Contract during the past year. The bill was approved by the governor of that state.

We are determined to carry on the fight against the Individual Contract and will attempt to introduce another bill with the Legislature at the next session.

E. M. LOEW THEATRES

We desire to call the attention of the labor movement to the situation existing in the E. M. Loew theatres. The management of these theatres in Massachusetts has declared for the non-union shop. Strikes are in progress at the theatres of this concern.

In Worcester a concerted drive has been made and the labor movement of that community has aroused considerable public interest and support. Indications are that this firm will be taught that it does not pay to wage war on the labor movement.

We earnestly request that the entire labor movement do everything that is possible to bring about a satisfactory settlement of this situation.

POWER

Waterpower and the distribution of electrical energy is the very life-blood of New England industry. Its power for good and evil is almost unlimited.

During the past year a commission was appointed by Governor Allen to study the power question as affecting Massachusetts.

This commission was made up of representatives of the industry, the public, and a labor representative.

After many hearings the commission returned a report favoring all the omissions and abuses of the power interests.

A minority report, submitted by Representative Leo Birmingham of Boston, which pointed to the abuses prevalent in this industry and the remedies for the existing state of affairs, was received by the progressive people of the country as the "one bright spot" in the commission's report.

Feeling as we do on the power situation, with its increasing disregard of regulation, we had hoped that our labor representative on the commission would assume the leadership in opposition to the exactions of the power interests.

In this we were disappointed, and the labor movement of Massachusetts is, in consequence, the loser through this failure of labor's representative to function according to the higher ideals of the trade union movement.

Private power interests will continue to evade regulation.

Public operation and control seems to be the only sound alternative, and any plan suggested should include the right of municipalities to own and operate distributing systems for the benefit of the consumers of gas and electricity.

UNION LABEL

The union label is the guarantee to the consumer that the goods and services were made and performed under strictly sanitary and fair conditions.

It is a guarantee against child labor, the sweat-shop, and prison-made goods. If we desire to eliminate the evils of modern industry we shall have to increasingly support the union label.

During the past year the Tobacco Workers' Union has declared the products of the R. J. Reynolds Tobacco Company of Winston-Salem, N. C., unfair to organized labor.

We wish to reiterate that "Camel" cigarettes and the "Prince Albert" tobacco are non-union and unfair. Smokers, without difficulty, can purchase smoking and chewing tobacco and cigarettes bearing the union label.

The Bottlers' Union has declared the products of the Chelmsford Company unfair to organized labor, and we urge every trade unionist to refrain from buying beverages bearing the label "Chelmsford."

The problem of the shoe workers of our commonwealth has greatly increased by the importation of foreign made shoes. Efforts have been made to establish some protection to the shoe workers by placing a tariff on imported foot-wear. However, regardless of the protection afforded by a tariff law we cannot too strongly emphasize the best method of assisting our shoe workers, and that is by demanding the union label on every pair of shoes.

With all the power at our command we plead with the members of organized labor to support the union label, shop card and working button.

BE UNION MEN AND WOMEN! DEMAND THE LABEL!

PRESIDENT'S REPORT

To the Officers and Delegates to the 45th Annual Convention of the Massachusetts State Federation of Labor, Greeting.

It is customary for the President to submit, along with the other executive officers, a report of work done during his term of office. As President of the Massachusetts State Federation of Labor, I have tried to carry out the duties of my office to the best of my ability and to serve the interests of the workers through the State Federation of Labor.

I attended all of the Executive Council meetings during the past year. I also attended to all assignments which were ordered by the Executive Council.

I was delegated by the Executive Council to attend, with Secretary-Treasurer Martin T. Joyce, the New England Labor Congress, which was held on October 25th, 26th and 27th, in the City of Worcester, under the auspices of the Workers' Educational Bureau and the Worcester Central Labor Union.

I was very much impressed with the large attendance of labor men and women from all over New England, and I believe that gatherings of this kind will do a great deal to help the Labor Movement of this state. It gave all those present a chance to exchange ideas on matters affecting the workers, such as Unemployment and Age Discrimination in Industry. These gatherings should be held from time to time in the different cities of New England, and should receive the full co-operation of State Federations and the Central Labor Unions.

During the year, I was called upon by various fraternal organizations to address them on the subject of Labor. I also attended many meetings of labor organization upon request, to address their membership.

In October of 1929 I was requested by Vice-President Gatelee of Springfield to go to Ludlow and assist him in organizing the people employed in the Textile Industry in that town.

I attended all of the hearings at the State House on legislation proposed by the State Federation, and because of the illness of our Secretary-Treasurer-Legislative Agent, acted as Legislative Agent during his absence of eight weeks.

The State Federation was able to obtain a great many favorable reports from the various Legislative Committees of the General Court and all petitions were given excellent treatment in the House of Representatives, but when they went to the Senate they were "killed."

I believe the Trade Unionists of our state should try their utmost to defeat those Senators who always vote against any matter in which Labor is interested.

During the year I attended all but one of the Regional Conferences that were held under the auspices of the State Federation, and I am sure that they were very educational, and therefore I would recommend that they be continued.

Your Executive Council carried on your work, each member making his or her contribution, as time and occasion required. Your Council has had many important and vexing problems before it, legislative and otherwise, and it has tried to solve them to the best of its ability. The State Federation this year presented a few bills to the Legislature, the most important of which were State Fund for Workmen's Compensation, Trades Dispute, and Individual Contract. The hearings on these bills were well attended, and, as President of the State Federation of Labor, I desire to thank all those who attended and spoke at these hearings.

I desire at this time to call your attention to the coming political campaign. The Non-Partisan Political Committee of the State Federation of Labor and the like committee from the Central Labor Union should start making plans toward defeating all enemies of Labor who may be candidates for public office. This is the only method that can be used to pave the way to the passage of such bills as the State Fund for Workmen's Compensation and the Trades Dispute Bill. I desire at this time to express my sincere appreciation to the Executive Council, the Secretary-Treasurer-Legislative Agent and the Assistant Secretary for their kind co-operation and assistance rendered to me during the past year, also to the various officers of Central Labor Unions and Local Unions, who have assisted me during my term of office.

I find that there still exists a general apathy on the part of members of labor unions in attending to the meetings of their local unions. Officers of local unions should try to devise ways and means to interest their members to come to all meetings of the local.

In closing, may I hope that this convention will be a harmonious one and that sincere and serious deliberation will be indulged in upon consideration of all the problems that may come before you in the interest of the general Labor Movement of our state.

Fraternal yours,

JOSEPH J. CABRAL,

President.

VICE-PRESIDENTS' REPORTS

To the Officers and Delegates to the 45th Annual Convention of the Massachusetts State Federation of Labor, Greeting.

I am submitting herewith report of my activities during the past year.

Have attended the Executive Board meetings faithfully and conscientiously and, whenever possible, have taken a personal interest in the legislative work.

To the many individual calls which I have had in my official capacity, I have responded wholeheartedly, and, in most cases, have been successful, owing to the courtesy and co-operation which I received everywhere that I went.

At this year's Legislature, I presented a bill to extend the forty-eight (48) hour law to include more women in the industries named in the present act,

which covers only those women who "labor" and excludes office employes, and many other women working in establishments covered by this law, but not included because the court has ruled that they do not come under the interpretation of the words "in laboring," which seems to be the bugaboo of the present act. My principal opposition came from the National Women's Party, an organization composed mostly of wealthy women who are desirous only of putting through the "Equal Rights" Amendment to the Constitution, and who have lost sight of the harm that they are doing to their sisters who are less fortunate materially and who need all the beneficial legislation possible, so that their burden may be lighter. However, the opposition seemed to have more strength, and the bill was given leave to withdraw.

In concluding my report, I wish to express my appreciation to all those within and without the Labor Movement whose co-operation and courtesy made possible whatever success I have attained.

Fraternally yours,

MARGARET I. CONNOLLY,
Vice-President, District 1.

To the Officers and Delegates to the 45th Annual Convention of the Massachusetts State Federation of Labor, Greeting.

In compliance with Article 5, Section 1, of the Constitution, I submit this report as Vice-President of the 1st District.

Attended the meetings of the Executive Council, appeared at many hearings at the State House, concerning matters of interest to the Labor Movement in general.

I appeared before many local unions seeking affiliations with the State Federation.

I assisted General Organizer Frank McCarthy, A. F. of L., in reorganizing the Malden Central Labor Union. I report progress.

As a business agent I have decreased the non-union work in our district and made it possible for considerable work to be done by union men of our crafts. I have been able to place our members on work in outlying districts, and by doing this extended our field of employment. Unemployment at present is very discouraging, there being at least 40 percent of our membership out of work, with no immediate relief.

Strikes and lock-outs, that cause unemployment at times in nearly all lines of industry, cannot at this period be held responsible for the present deplorable conditions, with many of our members unemployed.

Since the last convention employers in some trades have agreed to the 40-hour week. This may alleviate unemployment some, but in my opinion it is not the solution. I believe the six-hour day is around the corner.

Membership in our local unions is diminishing. Dis-

couragement and indifference are the chief causes.

Trusting this report meets with your approval, I am

Fraternally yours,

WILLIAM P. FINN,
Vice-President, District 1.

To the Officers and Delegates to the 45th Annual Convention of the Massachusetts State Federation of Labor, Greeting.

In compliance with Article V, Section 1, of the Constitution, I submit to you a report of my activities while serving as one of the vice-presidents of District 1.

During the year I have attended all meetings of the Executive Council and was at the State House as often as possible lobbying in the interest of the program outlined at the last convention for legislation that would be more beneficial to the labor movement.

I attended meetings of local unions in behalf of this legislation, informing them of hearings and action on labor petitions and seeking their affiliation.

I have received many requests for aid from members and local unions, and I rendered all the assistance I possibly could.

In December, after a most bitter fight, I had an order put through the Somerville Board of Aldermen, allowing Newmarket, N. H., Local 1069 to have a "tag" day in the city. At the present time I have an order to have the union label on all city printing to be acted upon, and trust that I may have the same success in putting it through the proper channels.

The Regional Conference in Boston in February was a success, and I would recommend that these conferences be continued.

In closing, I will again recommend that we do all in our power to elect to the State Senate more of our friends.

Fraternally yours,

MICHAEL J. O'HARE,
Vice-President, District 1.

To the Officers and Delegates to the 45th Annual Convention of the Massachusetts State Federation of Labor, Greeting.

In compliance with Article V, Section 1, of the Constitution, I hereby submit a report of my activities while serving as Vice-President of District 2.

Since the last convention I attended many of the hearings on Labor Bills and did everything I could to secure the representatives' votes for our measures.

I attended every meeting of the Executive Council held during the year and participated in the two Regional Conferences held in my district; one in Brockton on March 9th and one at New Bedford on March 23rd. Both were very well attended. I wish to extend my sincere thanks to Brother Frank McCarthy, A. F. of L. Organizer, and John P. Meade of the Department of Labor and Industries for the active part

they took at these conferences. I was successful in getting some of our merchants to put in a line of label articles so that our workers could get them on demand.

With Brother McCarthy, five or six meetings were held in an effort to organize the retail clerks of Brockton, but we were unsuccessful. I would recommend that the convention give serious consideration to some form of raising finances to carry on the necessary work of our organization. Being handicapped in this matter to a great extent, it is almost impossible to get new affiliations, so something must be done to raise money.

Our Executive Council meetings were very harmonious and I hope that they were productive of good results.

In closing, I wish to thank all the local unions and individual members for their co-operation during the past year.

Fraternally submitted,

EUGENE J. SWEENEY,

Vice-President, District 2.

To the Officers and Delegates to the 45th Annual Convention of the Massachusetts State Federation of Labor, Greeting.

As a Vice-President of the Massachusetts State Federation of Labor, I submit the following report:

During the year I attended nearly every meeting of the Executive Council and, at the expense of the Lawrence Central Labor Union, appeared at most of the hearings on bills endorsed by the State Federation.

As a result of the recommendation of the Resolutions Committee at the Lowell Convention, relating to Trade and Vocational Schools, I was appointed, along with Secretary-Treasurer Joyce, a committee to inquire into the manner in which vocational education has been applied in the various schools throughout the state. Many schools have been visited by your committee, and after careful investigation we submit the report and recommendations which will be found on another page in this report.

As one elected to represent the State Federation in my district, I desire to bring to the attention of the delegates to this convention the serious conditions which will threaten the future of our organizations in this state if what has happened in a situation in Lawrence is left unchallenged by the State Federation of Labor. During a labor controversy between the theatrical groups and a theatre corporation an injunction was issued which imposes upon the Lawrence Central Labor Union, the theatrical group and all other members of organized labor there, conditions which seem to me to abridge the constitutional rights guaranteed citizens of this country. I believe that the right of free speech, free press and free assemblage are myths if the decree handed down through this injunction remains in force. While I hesitate to talk about this injunction, because of its intricate legal construction, I realize that in order to judge a decree fairly one must first know the facts in to read the decree itself to you delegates assembled

and let you judge independently the fairness and justice of a decree such as that issued in this controversy between theatrical labor and theatrical management in my city.

Another serious condition which exists, perhaps to a greater extent in textile communities than in any others, and one which I believe I am warranted in bringing to the attention of this convention, is that of the kind of new industries coming to Massachusetts, the manner of acquiring them and the extraordinary privileges granted them. They are, for the most part, needle trade, cutting up and electrical supply industries which have left other states in search of low overhead and cheap labor, in answer to the prayer of industrial promoters, "Lord, bless us with more factory rentals and factory pay rolls!"

Now, we want new industries, we want work for all our people, we want the prosperity which comes from additional industrial activity. We welcome new firms which bring these blessings to us and which assume the responsibilities and standards of honest business. But should we not stand against wage-cutting concerns which migrate to the source of low rentals, low taxes, low power rates and then demand cheap labor? By paying mere pittance as wages they are not only unfair to their own employees, but are a menace to the employees of competing companies. Standards which are vital to us and to the Commonwealth itself are at stake when old established companies are subjected to guerrilla competition of goods produced at cut-rate costs.

Many of these employers from other states are at present operating factories in Massachusetts with wage scales as low as five, six and seven dollars a week, despite the fact that wage board decrees in most cases set the minimum at ten and twelve—low enough, heaven knows, to be obeyed. They operate with the full knowledge and apparently, in one instance, with the tacit consent of the Minimum Wage Commission. Due to persistent efforts on our part, however, some of these new firms are beginning to realize that the minimum wage law is to be taken seriously!

During the year I have urged affiliation to many organizations in this district not affiliated with the State Federation, and in one instance have succeeded in securing affiliation, this one being that of the Lawrence Typographical Union, No. 51.

I wish to extend my sincere thanks to the individual members and locals in this district for the co-operation and encouragement extended to me during the past year.

Respectfully submitted,

ROBERT J. WATT,

Vice-President, District 3.

July 3, 1930.

To the Officers and Delegates to the 45th Annual Convention of the Massachusetts State Federation of Labor, Greeting.

In accordance with the provisions of the Constitution, my report as Vice-President of District 4 follows:

The New England Labor Congress, held in Worcester on October 25, 26, 27, 1929, was attended by 322 delegates and 30 visitors from New England and New York. Much constructive work was planned for the future of New England Trade Unionism, but owing to the inactivity of those responsible for the furtherance of this program, nothing remains but the memory of the brave promises for New England Trade Unionists.

The Regional Conference held in Worcester was largely attended and is the bright spot in the legislative activity of District 4.

The Loew Theatre situation, involving the Olympia and Family Theatres at Worcester, is still deadlocked. The public of Worcester, through their co-operation with the theatrical trades, make these theatres a very unprofitable venture for Mr. Loew.

Mr. Loew has petitioned the courts for an injunction against some prominent trade unionists in Worcester, including your Vice-President from District 4. This matter is now in the hands of a master, whose report will be given in August.

Mr. Loew will probably learn in time that money spent at his box offices by satisfied patrons, kept satisfied by the good-will of trade union employees, will make any venture profitable, not through restraining orders or injunctions.

The Chelmsford Ginger Ale Company is still on the "We Don't Patronize" List of the Worcester Central Labor Union.

Unemployment in Worcester by the U. S. Census report approximated 6500. The Worcester Central Labor Union feels that these figures are far too conservative, as on June 1st, 900 families were on the list of the City Welfare Board.

As this is my last year as Vice-President of District 4, I take this opportunity to thank the officers and delegates for their co-operation and helpfulness in the problems of District 4.

To the Secretary-Treasurer and Legislative Agent, Martin T. Joyce, and the Assistant Secretary, Miss Murphy, I extend my thanks for the many courteous and helpful favors on legislative and compensation problems afforded not only myself but the many trade unionists in District 4.

Fraternally yours,

THOMAS F. CONROY,
Vice-President, District 4.

To the Officers and Delegates to the 45th Annual Convention of the Massachusetts State Federation of Labor, Greeting.

Complying with the provisions of the Constitution of the Federation, I submit herein a report of my activities as Vice-President of the 5th District.

I attended all meetings of the Federation, except those which came at a period when I was in attendance at the convention of my International Union.

I called the Regional Conference of the 5th District in Springfield, and the same was largely attended by representatives from nearly all parts of the district. Once again the conference proved its value as a medium for the furtherance of our political program.

It is desirable that subjects other than purely political ones be discussed at these conferences, as they are a first-class means of interchanging opinions and formulating concerted action on some of the major problems confronting labor.

I appeared at several hearings before the Legislature on legislation sponsored or favored by us, and I am convinced that we can expect nothing from those who now control the law-making branches of our government.

Unemployment is still serious in our district and has served to practically paralyze all efforts towards organization, and, in fact, all constructive efforts of any kind in behalf of our membership.

It now appears that unemployment has become a major and chronic disease in the 5th District, and it will require almost a superhuman effort to progress to better things while we suffer from this strength-sapping ailment.

Politics is in the forefront again, and a real effort has been made to acquaint all parts of the district with the records of the legislators who more or less represent them at the State House.

As in the recent past, I am confident that Western Massachusetts trades unionists are prepared to give to each legislator that measure of support to which his record entitles him.

At the present time new affiliations are almost hopeless. There is a complete lack of enthusiasm among those not affiliated, and I believe this to be caused by the low state of finances of the local unions.

I am deeply grateful for the support and co-operation which has been extended to me in my district and also among my colleagues on the Executive Council.

Fraternally yours,

JOHN F. GATELEE,
Vice-President, District 5.

LEGISLATIVE AGENT'S REPORT

To the Officers and Delegates
to the 45th Annual Convention of the
Massachusetts State Federation of Labor, Greeting.

The following report is respectfully submitted by your Legislative Representative, covering his field of labor during the 1930 session of the General Court of Massachusetts, which convened on the 1st day of January and prorogued on the 29th day of May, 1930, at 9.58 A. M., after remaining in session the entire evening before.

During the session 426 acts and 69 resolves received executive approval. His Excellency returned ten acts with his objections thereto in writing, upon each of which his objections were sustained.

I wish at this time to comment on the very excellent treatment received by Labor from the lower branch of the General Court. Never before in legislative history up to the present day, nor in all the years of my service on Beacon Hill, did the House of Representatives accord our petitions such favorable action, in a great many instances without the necessity for roll calls.

Of the Senate, I can say absolutely nothing that will place this reactionary, high-handed and cold-blooded group of individuals in any favorable light. However, we hold those Senators who have "kept the faith" with the workers of Massachusetts guiltless of the aforementioned accusation, and a very careful perusal of the published roll call records will prove to the voters of this commonwealth just who of the forty are right and who are wrong.

BILLS FAVORED BY LABOR AND "KILLED"

House 148: Petition of Edward J. Kelley of Worcester. Given "Leave to Withdraw" by the Committee on Joint Ways and Means. Report accepted on March 10th.

An Act establishing a Reserve Fund for the Commonwealth for the Purpose of employing Citizens on Public Works in Times of Business Depression.

Be it enacted, etc., as follows:

Chapter six of the General Laws is hereby amended by inserting after section twenty-eight D, inserted by section two of chapter three hundred and eighty-three of the acts of nineteen hundred and twenty-eight, under the caption, RESERVE FUND FOR PUBLIC WORKS, the following new section:—

Section 28E. There is hereby established a reserve fund, which shall be under the control of the state treasurer, and which shall consist of such sums as are appropriated for such purpose by the general court. Such fund may be expended at any time by the governor, with the advice and consent of the council, for the purpose of undertaking and carrying on public works to provide employment to citizens of the commonwealth in times of business depression.

House 202: Initiative of Frank A. Goodwin and others for the Establishment of a State Motor Vehicle Insurance Fund to provide compensation for injuries and deaths due to Motor Vehicle Accidents.

Declared "Unconstitutional" by the Massachusetts Supreme Court on March 27th.

House 298: Petition of the Mass. State Federation of Labor for legislation relative to Trade Disputes, and to make lawful action by employers and employees singly and in concert. Reported favorable by the Committee on Judiciary. Passed the House. Killed in the Senate on April 15th.

An Act to amend the Existing Law with Reference to Trade Disputes and to make Lawful Action by Employers and Employees Singly and in Concert having the Purposes herein set forth.

Be it enacted, etc., as follows:

Section 1. That the following purposes shall not be deemed to be against public policy nor shall they render unlawful otherwise lawful efforts directed toward their attainment:—

(a) Securing the exclusive employment of persons belonging or not belonging to any organization, association or union in any shop, trade or industry.

(b) Insisting that negotiations between employers and employees for the making or maintaining of trade agreements, for the arrangement of terms and conditions of employment or for the settlement of disputes, shall be carried on and concluded with those representatives of persons in any shop, trade or industry, designated in the manner that may be provided in their corporate organization or unincorporated association or by other means of collective action.

Section 2. That no agreement between an employer or employers and employees or the representatives of any of them shall be deemed to be invalid or illegal because it provides for the exclusive employment in any shop, trade or industry, of persons belonging to any organization, association or union.

Section 3. That no strike, lockout, or other concerted action of an otherwise lawful nature by employers or employees or the representatives of any of them for the purpose or purposes expressed in section one of this act or to secure or enforce an agreement falling within the terms of section two of this act shall be deemed illegal because of it being for such purpose or purposes.

Section 4. That for the purposes of this act the expression "employees" shall not be restricted to mean workers in the employ of a particular employer or employers, but shall include all persons who are or have been employed or who seek employment in any shop, trade or industry.

Section 5. If any provision of this act or the application thereof to any person or circumstance is held

invalid, the remainder of the act and application of such provisions as to other persons or circumstances shall not be affected thereby.

House 299: Petition of the Mass. State Federation of Labor for legislation to make void certain provisions in contracts of employment whereby either party undertakes not to join a labor union or an organization of employers.

Report favorable by the Committee on Labor and Industries. Referred to the Mass. Supreme Court for an opinion. Known as House Bill 1275. Decision on April 15th by the Supreme Court "Unconstitutional." This matter was then re-committed to the Committee on Labor and Industries, who brought out a bill known as House Bill 1367, which was accepted by the House and "killed" in the Senate on May 16th.

An Act declaring Provisions in Contracts of Employment whereby Either Party undertakes not to join, become or remain a Member of a Labor Union, or of Any Organization of Employers, or undertakes in Such Event to withdraw from the Contract of Employment, to be against Public Policy and Void.

Be it enacted, etc., as follows:

Every undertaking or promise hereafter made, whether written or oral, express or implied, constituting or contained in, any contract or agreement of hiring or employment between any individual, firm, company, association, or corporation, and any employee or prospective employee of the same, whereby (a) either party to such contract or agreement undertakes or promises not to join, become, or remain, a member of any labor organization or of any organization of employers, or (b) either party to such contract or agreement undertakes or promises that he will withdraw from the employment relation in the event that he joins, becomes, remains, a member of any labor organization or of any organization of employers, is hereby declared to be contrary to public policy and wholly void.

House 1275

Opinions of the Justices of the Supreme Judicial Court, relative to declaring void certain contracts of employment wherein either party undertakes not to join a labor union or organization of employers.

(April 15, 1930.)

To the Honorable the House of Representatives of the Commonwealth of Massachusetts:

The Justices of the Supreme Judicial Court have considered the order adopted on April 4, 1930, and transmitted to them on April 8, 1930, requiring their opinion on the question whether the provisions of the bill printed as House document No. 299, if enacted into law, would be in conflict with the Constitution of this Commonwealth or of the United States. Copy of the order is hereto annexed. The proposed bill is adequately described in its title in substance as an act declaring provisions in contracts of employment whereby either party undertakes not to join, become or remain a member of a labor union, or of any organization of em-

ployers, or undertakes in such event to withdraw from the contract of employment, to be against public policy and void.

A contract similar to those described in the proposed bill was assailed and its validity was under consideration in *Hitchman Coal & Coke Co. v. Mitchell*, 245 U. S. 229. It there was said at pages 250, 251: "That the plaintiff was acting within its lawful rights in employing its men only upon terms of continuing non-membership in the United Mine Workers of America is not open to question. Plaintiff's repeated costly experiences of strikes and other interferences while attempting to 'run union' were a sufficient explanation of its resolve to run 'non-union,' if any were needed. But neither explanation nor justification is needed. Whatever may be the advantages of 'collective bargaining,' it is not bargaining at all, in any just sense, unless it is voluntary on both sides. The same liberty which enables men to form unions, and through the union to enter into agreements with employers willing to agree, entitles other men to remain independent of the union and other employers to agree with them to employ no man who owes any allegiance or obligation to the union. In the latter case, as in the former, the parties are entitled to be protected by the law in the enjoyment of the benefits of any lawful agreement they may make. This court repeatedly has held that the employer is as free to make non-membership in a union a condition of employment, as the working man is free to join the union, and that this is a part of the constitutional rights of personal liberty and private property, not to be taken away even by legislation, unless through some proper exercise of the paramount police power." It is not necessary to consider whether the extent of the "paramount police power" in this connection can extend beyond provisions to secure that such contracts be free from coercion because it is plain that the proposed bill does not avoid insuperable difficulties now to be mentioned.

In *Adair v. United States*, 208 U. S. 161, an act of Congress was attacked whereby a penalty was imposed upon an employer of labor for making a contract of the same general nature as those described in the proposed bill or for discharging an employee because of membership in a labor union, the acts thus denounced being declared misdemeanors. It was held in an exhaustive opinion that the act was violative of the provisions of the Fifth Amendment to the Federal Constitution forbidding Congress to enact any law depriving a person of liberty or property without due process of law. In *Coppage v. Kansas*, 236 U. S. 1, the main point for consideration was the validity of a statute of Kansas declaring it a misdemeanor for an employer to make a contract indistinguishable in its essential features from those described in the proposed bill. It was held after elaborate discussion and review of decided cases that the statute was repugnant to the guaranties contained in the Fourteenth Amendment to the Constitution of the United States. It there was said at page 14: "The principle is fundamental and vital. Included in the right of personal liberty and the right

of private property—partaking of the nature of each—is the right to make contracts for the acquisition of property. Chief among such contracts is that of personal employment, by which labor and other services are exchanged for money or other forms of property. If this right be struck down or arbitrarily interfered with, there is a substantial impairment of liberty in the long-established constitutional sense. The right is as essential to the laborer as to the capitalist, to the poor as to the rich; for the vast majority of persons have no other honest way to begin to acquire property, save by working for money.” The decision in the *Coppage* case but followed and reaffirmed *Adair v. United States*, 208 U. S. 161. To the same general effect is the decision in *Adkins v. Children’s Hospital*, 261 U. S. 525, 545, 546. Those decisions, of course, are binding upon the several States as to the force and effect of the Federal Constitution touching a statute like that in the proposed bill.

The principles thus declared by the Supreme Court of the United States prevail in this Commonwealth. The provisions of arts. 1, 10 and 12 of the Declaration of Rights of the Constitution of this Commonwealth are as strong in protection of individual rights and freedom as those of the Fifth and Fourteenth Amendments to the Constitution of the United States. It was said in *Commonwealth v. Perry*, 155 Mass. 117, 121: “The right to acquire, possess, and protect property includes the right to make reasonable contracts, which shall be under the protection of the law.” To the same general effect are *Opinion of the Justices*, 208 Mass. 619, *Rice*, *Barton & Fales Machine & Iron Foundry Co. v. Willard*, 242 Mass. 566, 572, *Moore Drop Forging Co. v. McCarthy*, 243 Mass. 554, and *A. T. Stearns Lumber Co. v. Howlett*, 260 Mass. 45, 60, 61. The *Adair* and *Coppage* cases have been recognized and followed in *Opinion of the Justices*, 220 Mass. 627, 630, *Bogni v. Perotti*, 224 Mass. 152, 155, and *Opinion of the Justices*, Mass. Adv. Sh. (1929) 907, 911. The views expressed in these several opinions and decisions, which need not be further amplified, are decisive of the question here propounded. There is a wide field for the valid regulation of freedom of contract in the exercise of the police power in the interests of the public health, the public safety or the public morals and in a certain restricted sense of the public welfare. A somewhat extended collection of references to such statutes and a review of relevant decisions were made in *Holcombe v. Creamer*, 231 Mass. 99, 104-107. None of them go so far as to justify a statute like that in the proposed bill.

Guided by the decisions of binding authority already cited, we respectfully answer that in our opinion the provisions of the proposed bill, if enacted into law, would be in conflict with the Constitution of the United States and of this Commonwealth.

ARTHUR P. RUGG.
JOHN C. CROSBY.
EDWARD P. PIERCE.
JAMES B. CARROLL.

WILLIAM C. WAIT.
GEORGE A. SANDERSON.
FRED T. FIELD.

April 15, 1930.

House 1367

House of Representatives, May 12, 1930.

The Committee on Labor and Industries, to whom was recommitted the Bill declaring provisions in contracts of employment whereby either party undertakes not to join, become or remain a member of a labor union, or of any organization of employers, or undertakes in such event to withdraw from the contract of employment, to be against public policy and void (*House*, No. 299), report that the same ought to pass in a new draft herewith submitted (*House*, No. 1367).

For the committee,

WILLIAM H. WELLEN.

Senator Elder, and Representative Luitwieler of Newton, dissenting.

An Act relative to Certain Contracts of Employment.

Be it enacted, etc., as follows:

Chapter one hundred and forty-nine of the General Laws is hereby amended by inserting after section one hundred and eighty the following new section:—

Section 181. Any employer who, as a condition to employing or retaining the services of any person, requires such person to agree not to join or retain membership in a labor organization or organizations lawfully organized and existing shall notify the department and shall be placed by the department on a list of employers requiring such agreements and shall deliver to such person an exact copy of the agreement at the time such agreement is made. The name of any employer so listed who subsequently certifies to the department that the practice of requiring such agreement has been discontinued and that no such agreements are outstanding shall be removed by the department from the list. The list shall be open to the public. Any person who fails to comply with the provisions of this section shall be subject to a fine of one hundred dollars for each offence.

House 199 and 349: Special Report of Department of Public Health relative to the need of establishing a Board of Registration of Barbers. House Bill 349 substituted for this Report by the House on March 11th. Passed by the House on April 14th, and “killed” in the Senate on April 30th.

An Act to establish a Board of Registration in Barbering and Regulating the Practice thereof.

Be it enacted, etc., as follows:

Section 1. Chapter thirteen of the General Laws is hereby amended by adding after section thirty-eight, inserted therein by section two of chapter three hundred and forty-eight of the acts of nineteen hundred and twenty five, the three following new sections under the following heading:—

Board of Registration in Barbering

Section 39. There shall be a board of registration in barbering, in the two following sections called the

board, consisting of three members, who shall be practical barbers, resident in the commonwealth, who have had five years of practical experience as barbers in this commonwealth, prior to their appointment. They shall be appointed by the governor and shall hold office beginning on the first day of January next, one for one year, one for two years and one for three years, or until their successors shall be appointed; and the governor shall appoint annually thereafter, before the first day of January in each year, one practical barber, qualified as aforesaid, to hold office for three years from the first day of January next ensuing. Not more than one member of the board shall be engaged in barbering in the same town.

Section 40. The board shall hold regular meetings on the first Tuesdays of January, May and October in each year, and such additional meetings at such times and places as it may determine. At the regular meeting in January, it shall organize by the choice of a president, secretary and treasurer, who shall be members of the board and shall hold their offices for one year. The secretary and treasurer shall give to the state treasurer a bond, with such sureties as shall be approved by the governor and council, for the faithful discharge of their duties, and said offices of secretary and treasurer may be filled by the same person. The board shall have a common seal, and shall have the power to administer oaths.

Section 41. The secretary of the said board shall devote his undivided time to the duties of his office, and shall receive therefor an annual salary of three thousand dollars and actual expenses, the two other members, ten dollars per day for actual time spent together with actual expenses incurred. The salaries shall be paid by the commonwealth together with necessary travelling expenses, actually expended in attending meetings, and the incidental expenses of the board; provided that such salaries and expenses shall not be in excess of the receipts for registration received by the state treasurer from the board.

Section 2. Chapter one hundred and twelve of the General Laws is hereby amended by inserting after section eighty-seven E, inserted therein by section two of chapter four hundred and seventy of the acts of nineteen hundred and twenty-three, the eleven following new sections under the following heading:—

Registration of Barbers

Section 87F. The board of registration in barbering, in this and the ten following sections called the board, shall hold practical examinations at least four times each year, said examinations to be held in cities in different parts of the state, distributed as evenly as possible for the convenience of the applicants, and such other examinations at such times and places as the board may, from time to time, determine. Whenever a complaint is made that any barber shop is kept in an unsanitary condition, or that contagious diseases have been imparted, a member of the board shall visit and inspect such shops and enforce the provisions of sections eighty-seven F to eight-seven P, inclusive.

The board shall keep a record of all its proceedings, shall also show if such applicant was registered or rejected by examination or otherwise; such books shall be prima facie evidence of all matters required to be kept therein.

Section 87G. The board shall file with the governor, on the first day of February in each year, an itemized statement of all receipts and expenses of the board for the year.

Section 87H. Any person who can read and write the English language, desiring to obtain a certificate of registration under this section shall make application to the board therefor, pay to the treasurer thereof an examining fee of five dollars and furnish a physician's certificate as to his freeness from infectious and contagious diseases, present himself at the next regular meeting of the board for the examination of applicants, and if he shows that he has studied and practiced the trade for two years as an apprentice under one or more licensed barbers, or for at least six months in a properly appointed or conducted barber school under the instructions of a competent barber, and eighteen months under a registered barber, or practices the trade for at least two years in this state or other states, and that he is possessed of the requisite skill in such trade to properly perform all the duties thereof, including his ability in the preparation of the tools, shaving, hair-cutting, and all the duties and services incident thereto, and has sufficient knowledge concerning diseases of the face and skin to avoid the aggravation and spreading thereof in the practice of said trade, his name shall be entered by the board in the register hereinafter provided for, and a certificate of registration shall be issued to him authorizing him to practice said trade in this state. All persons making application for examination hereunder shall be allowed to practice the occupation of barbering until the next meeting of the board, and the board shall issue a permit authorizing him to practice said trade until the next meeting of the board.

Section 87I. Nothing in sections eighty-seven F to eight-seven P, inclusive, shall prohibit any person from serving as an apprentice under a registered barber in this state or from serving as a student in any barber school or barber college for the training of students in such occupation in this state; provided, that such registered barber or barber school proprietor shall report the names of all apprentices working under his direction or training to the board, together with a certificate of a licensed physician and surgeon that the said apprentice or student is not afflicted with any contagious or infectious disease, such certificate to be accompanied by a fee of five dollars for each such student or apprentice. His name shall be entered in a register of the board for the registering of apprentices and students and secure a permit to practice as an apprentice or student under the instructions of a qualified barber. After having practiced the trade for two years under a qualified barber or six months in a barber school and eighteen months under a registered barber, such apprentice or student shall be eligible

to become a registered barber and present himself at the next meeting of the board held nearest to him for the examination of applicants.

Section 87J. The board shall furnish to each person to whom a certificate of registration is issued a card or insignia bearing the seal of the board and the signatures of its officers, certifying that the holder thereof is entitled to practice the occupation of barber in this state, and it shall be the duty of the holder of such card or insignia to post the same in a conspicuous place in front of his working chair where it may be readily seen by all persons whom he may serve. Said card or insignia shall be renewed on or before the first day of January in each year and the holder of said certificate of registration shall pay to the treasurer of the board the sum of one dollar for said renewal of card or insignia. Upon failure of any holder of a certificate of registration to apply for a renewal of his card or insignia on or before the first day of January in each year, the said certificate of registration may be revoked by the board, subject to the provisions of section eighty-seven L.

Section 87K. The board shall keep a register in which shall be entered the names of all persons to whom certificates are issued and said register shall be at all times open to public inspection.

Section 87L. The board shall be authorized to adopt reasonable rules providing for the sanitary regulation of barber shops, barber schools and barber colleges and the training of students therein, subject to the approval of the department of public health, and a member of the board shall have the power to enter any barber shop during business hours for the purpose of inspection of such shop. If any shop shall be found in an unsanitary condition or has been charged with imparting any contagious or infectious disease the board shall immediately notify the district health officer and such shop shall be quarantined and the barber so charged shall not practice his occupation until such quarantine shall be removed by said health officer. The board shall have the power to revoke for six months the certificate of registration of any barber for habitual drunkenness, for having epilepsy or other diseases endangering health or safety of persons whom he may serve, for failure to comply with sanitary rules approved by the department of public health, or for having imparted any contagious or infectious diseases; provided, that before any certificate shall be so revoked, the holder thereof shall have notice in writing of the charge or charges against him, and at a day specified in said notice, at least five days after the service of notice thereof, be given a public hearing and an opportunity to present testimony in his behalf, and to confront the witnesses against him. Any person whose certificate has been revoked may, after the expiration of ninety days, apply to have his certificate regranted, and the same shall be regranted to him upon his giving satisfactory proof that his disqualification has ceased to exist.

Section 87M. To shave or trim the beard, to cut the hair, to give facial and scalp massaging, facial and

scalp treatments with oils and creams and other preparations made for this purpose, either by hand or by mechanical appliances, to singe and shampoo the hair or apply any makes of hair tonics and to dye the hair of any person for hire by the person performing such service or any other person shall be construed as practicing the occupation of barber, within the meaning of sections eighty-seven F to eighty-seven P, inclusive, provided, however, that nothing contained therein shall be construed to include so called beauty shops or hairdressing parlors patronized by women.

Section 87N. Any person practicing the occupation of barber in this state without having first obtained a certificate of registration from the board, or employing a barber who has not such a certificate or falsely pretending to be qualified to practice such occupation, or violating any of the provisions of sections eighty-seven F to eighty-seven P, inclusive, shall be punished by a fine of not less than ten dollars nor more than one hundred dollars, or by imprisonment in jail for not less than ten nor more than ninety days or both.

Section 87O. Nothing in sections eighty-seven F to eighty-seven P, inclusive, shall prohibit any person from serving as an apprentice in said occupation under a duly licensed barber authorized to practice the occupation in this commonwealth, or from serving as a student in any barber school or barber college for the teaching of said occupation under the instruction of a registered barber, and all said schools or colleges shall keep prominently displayed a sign, "Barber School" or "Barber College." Any establishment where tuition or fees are charged for teaching barbering shall be considered a barber school or barber college under this act. All barbers, barber schools or barber colleges taking an apprentice or student shall file immediately with the board the name and age of such apprentice or student, and the board shall cause the name to be entered in a register kept for that purpose. Any firm, corporation, or person desiring to operate or conduct a barber school or barber college in this state shall first secure from the board a permit to do so, and shall keep the same prominently displayed in such school or college, and shall before commencing business give to the state treasurer a bond, in such amount and with such sureties as shall be determined and approved by the governor and council, conditioned upon the faithful compliance of said school or college with all the provisions of sections eighty-seven F to eighty-seven P, inclusive, and to pay all judgments that may be obtained against said school or college or the owners or managers thereof on account of fraud, misrepresentation or deceit practiced by any of them, or by their agents, servants, or employees. The board shall have the right to pass upon the qualifications, appointments, course of study, and hours of study in such school or college. The board shall have the right to revoke the certificate, permit or license of any such barber school or barber college or of any instructor or teacher therein for the violation of any of the provisions of sections eighty-seven F to eighty-seven P, inclusive.

Section 87P. Any person who holds a certificate of

registration granted by any other state or provincial board of barber examiners and shows the proper credentials showing that he or she is a fully qualified barber under the laws of such state, may be granted a certificate by the board without practical examination upon the payment of a registration fee of five dollars.

Section 3. Any person now actually engaged in the occupation of a barber in this state shall, within ninety days after this act takes effect, file with the board of registration in barbering, hereinbefore established, an affidavit setting forth his name, residence and length of time and place where he has practiced the trade, shall furnish a physician's certificate as to his freeness from infectious or contagious diseases, and shall pay to the secretary of said board a fee of one dollar, and a certificate of registration shall be granted to him to practice as a barber in this state.

If any portion of this act is declared unconstitutional by a court of competent jurisdiction, it shall not affect the validity of the remainder of the act which can be given effect without the invalid portion.

House 365: Petition of Mass. State Federation of Labor for the repeal of the law exempting engineers and firemen in state hospitals from the civil service laws. Reported favorable by the Committee on Civil Service. Passed the House on March 10th. "Killed" in the Senate on March 13th.

An Act governing Exemptions of State Employees from Civil Service Regulations.

Be it enacted, etc., as follows:

Section forty-two of chapter one hundred and twenty-three of the General Laws is hereby amended by striking out the words "engineers, firemen and,"—so that said section shall read as follows:—Section 42. Head farmers employed in state hospitals shall be exempt from chapter thirty-one of the General Laws.

House 378: Petition of the Mass. State Federation of Labor relative to the repeal of provisions of law providing for the waiving of rights to compensation under the Workmen's Compensation Law.

Committee on Labor and Industries recommended "Reference to Next Annual Session." Report accepted March 17th.

An Act relative to the Repeal of Provisions for Waiver of Compensation under the Workmen's Compensation Law.

Be it enacted, etc., as follows:

Chapter one hundred and fifty-two of the General Laws, as amended in section forty-six by section nine of chapter three hundred and nine of the acts of nineteen hundred and twenty-seven, is hereby further amended by striking out said section forty-six and inserting in place thereof the following:—

Section 46. No agreement by any employee to waive his rights to compensation shall be valid.

House 389: Petition of the Mass. State Federation of Labor relative to the composition of the Metropolitan District Commission so as to provide for the appointment of a labor man upon said commission. Committee on State Administration recommends "leave to withdraw." Report accepted January 27th.

An Act relative to the Composition of the Metropolitan District Commission.

Be it enacted, etc., as follows:

Chapter twenty-eight, section one of the General Laws is hereby amended by inserting in line two, after the word "commissioners," the following:—one of whom shall be a labor man,—so as to read as follows:—Section 1. There shall be a metropolitan district commission, consisting of a commissioner and four associate commissioners, one of whom shall be a labor man, who shall at the time of their appointment be resident within the district of which the commission has jurisdiction, and at least one shall be a resident of Boston. Upon the expiration of the term of office of a commissioner or an associate commissioner, his successor shall be appointed for five years by the governor, with the advice and consent of the council.

House 427: Petition of Representatives Goulart and Halliwell of New Bedford that peaceful picketing be included in the provisions of law exempting certain persons from liability in actions at law and suits in equity. Committee on Judiciary reported new draft of bill, known as House Bill 1189. Passed the House. Rejected in the Senate on April 3rd.

An Act further defining the Extent to which Peaceful Persuasion is permitted.

Be it enacted, etc., as follows:

Section twenty-four of chapter one hundred and forty-nine of the General Laws is hereby amended by inserting after the word "printing" in the third line the words:—, peaceful picketing,—so as to read as follows:—Section 24. No person shall be punished criminally, or held liable or answerable in any action at law or suit in equity, for persuading or attempting to persuade, by printing, peaceful picketing or otherwise, any other person to do anything, or to pursue any line of conduct not unlawful or actionable or in violation of any martial or other legal duty, unless such persuasion or attempt to persuade is accompanied by injury or threat of injury to the person, property, business or occupation of the person persuaded or attempted to be persuaded, or by disorder or other unlawful conduct on the part of the person persuading or attempting to persuade, or is a part of an unlawful or actionable conspiracy.

House 494: Petition of the Mass. State Federation of Labor for a legislative amendment of the Constitution providing for the election of judges by the people. Committee on Constitutional Law reported "ought not to pass." Report accepted on Feb. 14th.

Proposal for a Legislative Amendment of the Constitution providing for the Election of Judges by the People.

A joint session of the senate and house of representatives hereby declares it to be expedient to alter the constitution by the adoption of the following article of amendment, to the end that it may become a part of the constitution, if similarly agreed to in a joint session of the next general court and approved by the people at the state election next following.

Article of Amendment.

The judges of the supreme court, the superior court and the land court shall be elected by the people of the commonwealth.

The judges of probate and insolvency and of police, district, municipal and juvenile courts by the people of their several judicial districts at the annual election in the year nineteen hundred and thirty-two for a term of five years.

If a vacancy occurs in the office of judge of any of said courts the governor shall appoint by and with the consent of the council a person to fill such vacancy until the election and qualification of a judge to hold said office, which election shall take place at the next succeeding general election; and the person so elected shall hold office for a full term of five years.

No person shall be eligible for the office of judge of the supreme court unless he shall be learned in the law, at least forty years of age, and a member of the bar for at least fifteen years.

No person shall be eligible for the office of judge of the superior court and of the land court unless he shall be learned in the law, at least thirty-five years of age and a member of the bar for at least ten years.

No person shall be eligible for the office of judge of probate and insolvency, police, district, municipal and juvenile courts unless he shall have been a member of the bar for five years preceding his election.

No person shall be eligible for the office of judge of any court in this commonwealth after the age of seventy years.

House 520: Petition of the Mass. State Federation of Labor for legislation to establish a state fund for the compensation of employees injured in industrial accidents and to enable employers to insure their own risks. Committee on Labor and Industries reported "leave to withdraw." Report accepted on April 10th.

An Act to establish a State Fund for Workmen's Compensation, and to enable Employers to insure their Own Risks.

Be it enacted, etc., as follows:

Section 1. The following words as used hereinafter in this act shall, unless a different meaning is plainly required by the context or specifically prescribed, have the following meanings:—

(1) "Average weekly wages," the earnings of the injured employee during the period of twelve calendar

months immediately preceding the date of injury, divided by fifty-two; but if the injured employee lost more than two weeks' time during such period, the earnings for the remainder of such twelve calendar months shall be divided by the number of weeks remaining after the time so lost has been deducted. Where by reason of the shortness of the time during which the employee has been in the employment of his employer, or the nature or terms of the employment, it is impracticable to compute the average weekly wages, as above defined, regard may be had to the average weekly amount which, during the twelve months previous to the injury, was being earned by a person in the same grade employed at the same work by the same employer, or, if there is no person so employed, by a person in the same grade employed in the same class of employment and in the same district.

(2) "Department," the department of industrial accidents.

(3) "Dependents," members of the employee's family or next of kin who were wholly or partly dependent upon the earnings of the employee for support at the time of the injury.

(4) "Employee," every person in the service of another under any contract of hire, express or implied, oral or written, except masters and seamen on vessels engaged in interstate or foreign commerce, and except one whose employment is not in the usual course of the trade, business, profession or occupation of his employer, but including one whose employment is for any reason in violation of law. Any reference to an employee who has been injured shall, when the employee is dead, also include his legal representatives, dependents and other persons to whom compensation may be payable.

(5) "Employer," includes the legal representatives of a deceased employer.

(6) "Parties," shall mean the employee or those claiming under him and his employer.

(7) "Reviewing board," the reviewing board designated under section five of this act.

(8) "Subscriber," every employer from whom full payment of his proper contribution to the state fund has been received, or whose premiums the department determines to be collectible.

(9) "Self-insurer," one who is authorized by the department to pay compensation directly to his employees.

Section 2. This act shall be administered by the department of industrial accidents, consisting of the industrial accident board.

Section 3. Said department may appoint, employ and remove such additional agents and employees as may be necessary to fully administer this act.

Section 4. There may be established and maintained under the control of the department not more than ten branch offices in cities selected by it, from time to time, after proper investigation, for the better

adjustment of disputed cases and for the better information of all parties as to their rights under this act. Said department may provide such offices with rooms, furniture and equipment, and appoint such officers, agents, clerks and assistants as are necessary for the discharge of its duties in connection with such offices. The salaries of the members of this department, and all other salaries and expenses of the commonwealth in administering this act shall be paid out of moneys on deposit to the credit of the state fund hereinafter created.

Section 5. Section three of chapter twenty-four of the General Laws shall remain in force and effect.

Section 6. The department shall be in continuous session and open for the transaction of business during all the business hours of each and every day, excepting Sundays and legal holidays. All sessions shall be open to the public. All proceedings of the department shall be shown on its records of proceedings, which shall be public records, and shall contain a record of each case considered, and the award made with respect thereto, and all voting shall be had by the calling of each member's name by the secretary, and each vote shall be recorded as cast.

Section 7. The department shall provide itself with a proper seal for the authentication of its acts. The department shall keep and maintain its principal office in the city of Boston.

Section 8. The department shall make all necessary inspections and investigations relating to causes of injuries for which compensation may be claimed, and for this purpose any member or employee thereof may at any time enter places of employment when being used for business purposes. It shall also have the powers and duties set forth in this chapter.

Section 9. The state board for vocational training shall aid persons whose earning capacity has been impaired by industrial accident while residents of the commonwealth in obtaining such education, training and employment as will tend to restore their earning capacity. It may co-operate with the United States government, and in co-operation with the department of education may establish and maintain, or assist in so doing in schools or institutions supported wholly or in part by the commonwealth, such courses as it may deem expedient, and otherwise may act in such manner as it may deem necessary to accomplish the purpose of this section.

Section 10. The department shall make an annual report.

Section 11. There is hereby created a state fund entitled the workmen's compensation fund. The state treasurer shall be the custodian of this fund and every employer having a usual place of business within the commonwealth may obtain the benefits of a subscriber under this act by subscribing to and paying premiums into the state fund as hereinafter set forth, or by obtaining authorization from the department to pay compensation direct under the provisions of this act.

Compensation shall be paid from such state fund to employees of subscribing employers receiving injury in the manner specified in this act as entitling one to benefits, if such injury is received within the jurisdiction of this commonwealth, or if such injury is received without the commonwealth and if the contract of employment is negotiated in whole or in part, or made within this commonwealth.

The department shall fix the amount of compensation or other relief to which the employee of a self-insurer shall be entitled and no agreement between employer and employee with reference thereto shall be valid unless approved by the department as finally settling the employee's rights. Upon proof to the satisfaction of the department that any self-insurer has coerced or attempted to coerce any injured employee in respect to the amount or duration of his compensation, the department shall forthwith terminate the right of such employer to be a self-insurer.

Section 12. A subscriber or self-insurer shall not be liable to respond in damages at common law or by statute for injuries or death to any of his employees wherever occurring during the period he is such subscriber or self-insurer; provided, that the injured employee has remained in his service with notice that his employer has paid into the insurance fund the premiums provided by this act or is authorized to self-insure.

Section 13. Non-subscribers to the state fund and those not authorized to self-insure, shall be liable to their employees for damages suffered by reason of personal injuries sustained in the course of employment caused by the wrongful act, neglect or fault of the employer, within the scope of their employment or any of the employer's officers, agents or employees, and also to the representatives of such employees where death results from such injuries, and in such action, it shall not be a defence:

- (1) That the employee was negligent.
- (2) That the injury was caused by the negligence of a fellow employee.
- (3) That the employee had assumed the risk of the injury.

This section shall not apply to actions for death or to recover damages for personal injuries sustained (a) by domestic servants and farm laborers, (b) by employees of a subscriber or self-insurer.

Section 14. The department shall disburse the state insurance fund to each employee of subscriber who has received a personal injury arising out of and in the course of his employment, or arising out of an ordinary risk of the street while actually engaged with his employer's authorization in the business affairs or undertakings of his employer wheresoever such injury has occurred and which has not been personally self-inflicted, or to the dependents of such employee in case death has ensued.

All employers electing directly to compensate their injured employees in compliance with this act, shall

pay to each employee who has received a personal injury arising out of and in the course of his employment, or arising out of an ordinary risk of the street while actually engaged with his employer's authorization in the business affairs or undertakings of his employer unless the injury or death of such employee has purposely been self-inflicted, the compensation provided for by this act as fixed by said department and shall furnish such medical, surgical, nursing and hospital care and attention, artificial appliances or funeral expenses as the department shall determine to be required under this act.

Section 15. Those employers who abide by the rules of the department, and are determined by the department to be of sufficient financial ability to render certain the payment of compensation to injured employees or to the dependents of deceased employees, and the furnishing of medical, surgical, nursing and hospital attention and services, artificial appliances and medicines, and funeral expenses equal to those that are provided for by this law, and who do not desire to insure the payment thereof out of the state fund by subscribing hereto, may elect, subject to the approval of the department, to pay individually and directly such compensation and furnish such medical, surgical, nursing and hospital services and attention, artificial appliances and funeral expenses to such injured employees. The department shall require from each of such employers a deposit of securities, of the kind and class hereinafter in this section set forth, in such sum as it shall deem proper, adequate and sufficient, to compel or secure to such injured employees the payment of the compensation and expenses herein provided to be paid to the employees of subscribers. The deposits shall be made in the following classes of securities, namely:—

Bonds of the United States, or of any state or of the District of Columbia, or of any county, township, school, or other district or municipality of any state of the United States, or federal farm loan bonds, not estimated above their par value, bonds or notes secured by first mortgages or deeds of trust on improved real estate, or perpetual leases thereof, in this state, worth not less than fifty per centum more than the amount loaned thereon. Where improvements on land constitute part of the value on which the loan is made, the improvements shall be insured against fire for the benefit of the mortgagee in amount not less than the difference between two thirds the value of the land and the amount of the loan; mortgage bonds of railroad companies in the United States and on which default in payment of interest has not occurred within five years prior to the deposit by the employer; and, in the discretion of the department, mortgage bonds of public utility companies and industrial companies secured on the real and personal property of such companies within this state. The securities which may be approved and accepted by said department, as hereinbefore provided, as security for said payment shall be deposited with the state treasurer, whose duty it shall be to have custody thereof and to retain the same

in his possession according to the conditions prescribed by the order of said department, approving and accepting the same as security; and the said treasurer shall retain possession of said securities until such time as he may be directed by said department as to the mode and manner of his disposition of the same; and said department shall make and publish rules and regulations governing the mode and manner of making application, and the nature and extent of the proof required to justify such findings of facts by said department, so as to permit such elections by such employers to self-insure, which rules and regulations shall be general in their application; one of which rules shall provide that all employers electing directly to compensate their injured employees, as herein provided, shall pay into the state insurance fund such amount or amounts as the department may estimate are required for expenses referred to in section twenty-three. The department may at any time change or modify its findings of fact herein provided for, if in its judgment such action is necessary or desirable to secure or to assure a strict compliance with all the provisions of law in reference to the payment of compensation and the furnishing of medical, nursing and hospital services, artificial appliances and medicines, and funeral expenses to injured employees.

Section 16. This act shall not affect valid contracts of insurance (existing as of the effective date of this act) providing for the payment of benefits to employees entitled thereto under chapter one hundred and fifty-two of the General Laws as amended, if such contracts be for a term not later than one year and one month after the effective date of this act. The rights of employees under such contracts and employers parties thereto shall be determined in accordance with said chapter one hundred and fifty-two of the General Laws as amended.

Section 17. Immediately upon the passage of this act the rates then in effect which had been approved by the insurance commissioner shall continue in force until said department shall deem fit, under this act, to change or revise the same.

Section 18. As soon as reasonably possible after the effective date of this act, the department shall send to all known employers electing to subscribe to the state fund, a bill for premiums for that portion of the next ensuing year expiring on the first bill date thereafter, based upon the determination of the board, of the amount of subscription due under this act, which bill shall be due and payable to the state treasurer, as custodian of the said fund, not later than thirty days thereafter. Thereafter, on the first days of April, July, October and January, known as the bill dates, the department shall send bills for premiums for the next ensuing quarter to all such employers, excepting such employers as have obtained authorization from the department to pay compensation direct under the provisions of this act, as is hereinafter provided, which bill shall be due and payable to the state treasurer, as custodian of the said fund, on the last day of the month rendered. If any employer fails to pay such premium

when due, it shall be collected in an action of contract instituted by the attorney general. Any judgment obtained in such action shall have the same preference against the assets of the judgment debtor as is now or may hereafter be allowed by law on a judgment rendered for claims for taxes due the commonwealth. A duplicate of each bill sent under this section to an employer shall be sent to the treasurer of this commonwealth.

Section 19. The amount of premiums due from a subscriber shall be determined by the department by applying to the estimated pay rolls of such subscriber the proper rate. There shall be a mathematical adjustment of premiums for or against any employer whose pay roll is different from that estimated, based upon such increase or diminution of pay roll.

Section 20. Any employer who ceases to be a subscribing employer shall be entitled to a pro rata refund of unearned premium.

Section 21. One year after this act becomes effective, or earlier, and annually thereafter, or sooner, a revision of rates shall be made in accordance with the experience of the department in the administration of the law as shown by the accounts kept as herein provided; and said department shall adopt rules governing said rate revisions, the object of which shall be to make an equitable distribution of losses among the several classes of occupations or industries, which rules shall be general in their application.

Section 22. It shall be the duty of the department, in the exercise of the powers and discretion conferred upon it by this act, ultimately to fix and maintain for each class of occupation or industry the lowest possible rates of premium consistent with the maintenance of a solvent state insurance fund, and the creation and maintenance of a reasonable surplus, after the payment of legitimate claims for injury and death that it may authorize to be paid from the state insurance fund for the benefit of injured employees and the dependents of deceased employees; and in order that said object may be accomplished, said department shall observe the following requirements in classifying occupations or industries and in fixing the rates of premium for the risks of the same:—

(a) It shall keep an accurate account of the money paid in premiums by each of the several classes of occupations or industries, and the losses on account of injuries and death of employees therein, and it shall also keep an account of the money received from each individual employer and the amount of losses incurred against the state insurance fund on account of injuries and death of the employee of such employer.

(b) So much of the money paid into such fund shall be set aside for the creation of a surplus as the department shall deem necessary to guarantee a solvent state insurance fund.

(c) The department shall have the power to apply that form of rating system which, in its judgment, is best calculated to merit or individually rate the risk

most equitably, predicated upon the basis of its industrial accident experience, and to encourage and stimulate accident prevention; it shall develop fixed and equitable rules controlling same.

Section 23. Every employer, firm or corporation who is authorized by the department to carry his own insurance shall contribute to the state insurance fund such amounts as may be reasonably fixed by the department as its expense, caused by the administration of this act in determining the rights of employees of such self-insurer.

Section 24. The department shall adopt rules and regulations with respect to the collections, maintenance and disbursement of the state insurance fund, one of which rules shall provide that in the event there is developed as of any given rate revision date a surplus of earned premiums over all losses which, in the judgment of the department, is larger than is necessary adequately to safeguard the solvency of the fund, the department may revert such excess surplus to the subscriber to the fund in either the form of cash refund or credit premium. Another of which rules shall provide that in event the amount of premiums collected from any employer for the period of six months is calculated by using the estimated expenditure of wages for the period of time covered by such premium payments as a basis, that an adjustment of the amount of such premiums shall be made at the end of six months' period, and the actual amount of such premiums shall be determined in accordance with the amount of the actual expenditure of wages for said period; and in the event such wage expenditure for said period is less than the amount on which such estimated premium was collected, then such employer shall be entitled to receive a refund from the state insurance fund of the difference between the amount so paid by him and the amount so found to be actually due, or to have the amount of such difference credited on succeeding premium payments, at his option; and should such actual premium, when ascertained as aforesaid, exceed in amount the premium so paid by such employer at the beginning of such six months' period, such employer shall immediately, upon being advised of the true amount of such premiums due, forthwith pay to the treasurer of the state an amount equal to the difference between the amount actually found to be due and the amount paid by him at the beginning of said six months' period.

Section 25. The state treasurer shall be the custodian of the state fund, and all disbursements from said fund shall be paid by him upon vouchers authorized by the department and signed by any four members thereof, from moneys on deposit to the credit of the said state fund; or such vouchers may bear the facsimile signature of the members of said department printed thereon, and the signature of the deputy or other employee of such department charged with the duty of keeping the account of the state insurance fund and with the preparation of vouchers for the payment of compensation to injured employees and to the dependents of deceased employees.

Section 26. The state treasurer is hereby authorized to deposit any portion of the state fund not needed for immediate use in the same manner and subject to all the provisions of law with respect to the deposit of state funds by such treasurer, and all interest earned by such portions of the state fund as may be deposited by the state treasurer pursuant to the authority herein given shall be collected by him and placed to the credit of said fund.

Section 27. The state treasurer shall give a separate and additional bond in such amount as may be fixed by the governor and council, with sureties to their approval, conditioned upon the faithful performance of his duties as custodian of the state insurance fund.

Section 28. In February of each year, and at such other times as the department may require, the state treasurer shall certify to the department the amount of money that has been paid to him for credit to the state insurance fund, and at the same time shall certify to the department the names of such as may have made default in the payments hereinbefore provided and the respective amounts for which they are in default. When any default is made in the payments of the sum hereinbefore required to be contributed to the state insurance fund, or when any one fails, neglects or refuses to perform any act or acts required to be performed by him with reference to the making of such payment, it shall be the duty of the department forthwith to cause to be instituted the proper proceedings forthwith to compel such payment or payments to be made or such acts to be done.

Section 29. No agreement of the parties with reference to any compensation payable or relief provided for in this act shall be valid without the approval of the department. No agreement by any employee to waive his rights to compensation shall be valid.

Section 30. Upon receipt of a notice of injury, the department shall cause an investigation to be made of the circumstances of such injury, and shall determine in the first instance by hearing whether such employee be entitled to compensation, and if so, in what amount. Notice of such hearing and opportunity to attend and be heard shall be afforded the employee and employer.

Section 31. Said hearing shall be conducted by a member of said department, who shall make such inquiries and investigations as shall be deemed necessary. The hearing shall be held by a member of such department in the city or town where the accident occurred, or in such other place as the department may designate; and the decision of the member, together with a statement of the evidence, his findings of fact, ruling of law and other matters pertinent to questions arising before him shall be filed with the department. Unless a claim for review is filed by one of the parties within seven days, the decision shall be final upon all matters and shall be enforceable.

Section 32. If a claim for a review is filed, the reviewing board shall hear the parties and may hear evidence in regard to pertinent matters, and may

revise the decision in whole or in part, or may refer the matter back to the member (or to another member) for further findings of fact, and shall file its decision with the records of the proceedings and notify the parties. No party shall as of right be entitled to a second hearing upon questions of fact.

Section 33. Questions as to a weekly payment may be heard and decided by the reviewing board, or any member of the department, and the reviewing board or such member may, in accordance with the evidence and subject to this chapter, issue any order deemed advisable. If the case is heard and decided by a member, his decision may be reviewed under sections thirty-four and thirty-five if claim for review is filed by either party within seven days.

Section 34. Fees of attorneys and physicians and charges of hospitals for services under this chapter shall be subject to the approval of the department. If the employer and any physician or hospital, or the employee and any attorney, fail to agree as to the amount to be paid for such services, either party may notify the department, which may thereupon assign the case for hearing by a member thereof. The member shall report the facts to the department for decision and the decision shall be enforceable under section eleven, chapter one hundred and fifty-two.

Section 35. If the reviewing board, any member of the department or any court before which proceedings under this chapter are brought determines that such proceedings have been brought, prosecuted or defended without reasonable ground, the whole cost of the proceedings shall be assessed upon the party who has so brought, prosecuted or defended them.

Section 36. Where the injury for which compensation is payable is caused under circumstances creating legal liability in some person other than the employer to pay damages in respect thereof, the employees may receive compensation under this act and proceed at law against such person so responsible for damages, and the department may do so in his name, but out of the proceeds recoverable by settlement or suit upon claim for damages there shall first be paid to the state fund so much as is necessary to reimburse it for payments made by way of compensation to such employee and expenses, and the excess, if there be any, shall be paid to the employee.

Section 37. Every subscriber and self-insurer shall hereafter keep a record of all injuries, fatal or otherwise, received by his employees in the course of their employment. Within forty-eight hours, not counting Sundays and legal holidays, after the occurrence of an injury, a written report thereof shall be made to the department on blanks to be procured from it. Upon the termination of the disability of the injured employee, the employer shall make a supplemental report upon blanks to be procured from it. If the disability extends beyond a period of sixty days the employer shall report to the department at the end of such period that the injured employee is still disabled, and upon the termination of the disability shall file a final supplemental re-

port as provided above. The said reports shall contain the name and nature of the business of the employer, the situation of the establishment, the name, age, sex and occupation of the injured employee, and shall state the date and hour of any accident causing the injury, the nature and cause of the injury, and other information required by the department.

Subscribers or self-insurers refusing or neglecting to make the report required by this section shall be punished by a fine of not more than one hundred dollars.

Copies of reports of injuries filed hereunder with the department and statistics and data compiled therefrom shall be kept available by it, and shall be furnished on request to the department of labor and industries for its own use.

Within sixty days after the termination of the disability of the injured employee, self-insurer shall file with the department a statement showing the total payments made or to be made for compensation and for medical services for such injured employee.

Section 38. Copies of hospital records kept in accordance with section seventy of chapter one hundred and eleven of the General Laws, certified by the persons in custody thereof to be true and complete, shall be admissible in evidence in proceedings before the department or any member thereof. The department or any member, before admitting any such copy, in evidence, may require the party offering the same to produce the original record.

Section 39. Each employer paying the premiums provided by this act into the state fund, or electing directly to pay compensation to his injured employees, as provided herein, shall post in conspicuous places about his place of employment typewritten or printed notices stating the fact that he has made such payment, or that he has complied with the said act and all of the rules and regulations of the department made in pursuance thereof, and has been authorized by said department directly to compensate such said employees, as the case may be, and the same when so posted constitutes sufficient notice to his employees of the fact that he has made such payment or that he has complied with such elective provision of this act.

Section 40. Every subscriber and self-insurer shall give written or printed notice to every person with whom he is about to enter into a contract of hire that he has provided for payment to injured employees from the state fund or directly. An employer ceasing to be a subscriber or self-insurer, shall, on or before the day on which his such status expires, give written or printed notice thereof to all persons under contract with him. He shall file a copy of said notice with the department. The notices required may be given in such manner as may be approved by the department. For culpable failure to give any of such notices, the offending subscriber or self-insurer shall be liable to a fine not in excess of five hundred dollars.

Section 41. If an employee of a subscriber or self-insurer accepts payment from the state fund or a

self-insurer on account of personal injury, such action shall constitute a release to the subscriber or self-insurer of all claims or demands at law, if any, arising from the injury.

Section 42. An employee of a subscriber or self-insurer shall be held to have waived his right of action at common law or under the law of any other jurisdiction in respect to an injury therein occurring to recover damages for personal injuries if he shall not have given his such employer, at the time of his contract of hire, written notice that he claimed such right, or, if the contract of hire was made before the employer became such subscriber or self-insurer, if the employee shall not have given the said notice within thirty days of notice of such subscription or self-insurance. An employee who has given notice to his such employer that he claimed his right of action at common law may waive such claim by a written notice, which shall take effect five days after it is delivered to the employer or his agent. The notices required by this section shall be given in such manner as the department may approve.

Section 43. If the employee is injured by reason of the serious and willful misconduct of a subscriber or self-insurer, or of any person intrusted with and exercising the powers of superintendence for such subscriber or self-insurer, the amounts of compensation provided for in this act shall be doubled. In such case the employer shall forthwith, upon final determination of the claim, pay to the state fund the amount of extra compensation required to be paid to the employee, whereupon said employee shall be paid such extra compensation. If claim is made under this section, the subscriber or self-insurer may appear and defend against this claim only.

Section 44. An employee shall be entitled to receive compensation in accordance with the terms of this act from the date of disability, provided such disability exceeds twenty-eight days; otherwise compensation shall be allowed after the first three days, except the disbursements hereinafter authorized for medical, artificial appliances, nursing and funeral expenses may in any event be allowed.

Section 45. Every employee of a subscriber who receives a personal injury arising out of and in the course of his employment, wheresoever such injury has occurred, provided the same was not purposely self-inflicted, on or after the effective date of this law shall be paid such compensation out of the state fund as is provided herein, and shall be entitled to receive such medical, nursing and hospital service, artificial appliances and medicines, and such amount of funeral expenses as are payable by the terms of this act. This provision shall not apply to an employee who has given notice that he insists upon his common law rights, as provided in this act. Every employee of a self-insurer shall be entitled upon such injury to the same benefits, to be paid or furnished by such self-insurer.

Section 46. An injury or death shall be deemed

to have been "purposely self-inflicted," as those words are used in this act, when in fact it is so inflicted or when serious and willful misconduct of the employee has directly caused the same.

Section 47. (1) In all cases where death results from the injury wherein the deceased left a widow with children who were dependent upon his earnings for support, the following compensation shall be paid: to the widow, so long as she remains unmarried, twenty-seven dollars a week if and so long as there are more than two children of the deceased who are under the age of eighteen, or over said age and physically or mentally incapacitated from earning; twenty-five dollars a week if and so long as there are two such children; twenty-three dollars a week if and so long as there is one such child; and twenty-one dollars a week if and so long as there is no child; and if the widow dies, to such children, equal shares, twenty-seven dollars a week if and so long as there are three or more such children; twenty-five dollars a week if and so long as there are two such children; and twenty-one dollars a week if and so long as there is one such child; but if such widow remarries, the aforesaid payments to her shall terminate, and the balance of compensation shall be paid to the children each week, if and so long as there are more than three, his or her proportionate share of twenty-seven dollars, and each of said children, if and so long as there are less than three, shall be paid nine dollars each week.

The period covered by the payments provided for by the foregoing provisions of this section shall not be longer than eight years.

When weekly payments have been made to an injured employee before his death, the compensation under the foregoing provisions of this section shall begin from the date of the last of said payments, but shall not continue more than eight years from the date of the injury. The total of such payments shall not exceed seven thousand five hundred dollars.

(2) If there are one or more wholly dependent persons at the time of the death (other than as provided in sub-paragraph four of this section) the payment to such person or persons shall be sixty-six and two thirds per cent of the average weekly wages, not to exceed twenty-one dollars per week in any case, and to continue for the remainder of the period between the date of the death and eight years after the date of the injury, and not to amount to more than a maximum of seven thousand dollars, nor less than a minimum of two thousand dollars.

If there were partially dependent persons at the time of the death the payment to such persons shall be sixty-six and two thirds per cent of the average weekly wages, not to exceed twenty-one dollars per week in any case, and to continue for all or such portion of the period of eight years after the date of the injury as the department in each case may determine, and not to amount to more than a maximum of seven thousand dollars.

(3) In cases in which compensation on account of

the injury has been continuous to the time of the death of the injured person, and the death is the result of such original injury, compensation shall be paid for such death whenever it occurs, deducting from the final award therefor the total amount theretofore paid on account of total or partial disability on account of such injury.

Section 48. The following persons shall be presumed to be wholly dependent for support upon a deceased employee:

(a) A wife upon a husband with whom she lives at the time of his death, or from whom at the time of his death the department shall find the wife was living apart for justifiable cause or because he had deserted her.

(b) A husband upon a wife with whom he lives at the time of her death.

(c) A child or children under the age of eighteen years, or over said age if physically or mentally incapacitated from earning, upon the parent with whom he or she is living at the time of the death of such parent, or upon a parent who was at the time of his death legally bound to support or under a court order to contribute toward the support of such child or children, although living apart from such child or children.

(d) A parent upon an unmarried child under the age of twenty-one years, provided that such child was living with the parent at the time of the injury resulting in death.

In all other cases, the question of dependency, in whole or in part, shall be determined in accordance with the facts in each particular case existing at the time of the injury resulting in the death of such employee; but no person shall be considered as dependent unless a member of the family of the deceased employee, or bearing to him the relation of husband or widow, lineal descendant, ancestor, or brother or sister. The word "child" as used in this act shall include a posthumous child and a child legally adopted prior to the injury.

Section 49. In addition to the compensation provided herein, the department shall authorize and order the disbursement and payment from the state insurance fund of such amounts for medical, nursing and hospital services rendered to an employee and medicine furnished him as it may deem proper; and in case death ensues from the injury reasonable funeral expenses shall be disbursed and paid from the fund in an amount not to exceed the sum of two hundred dollars; and such department shall have full power to adopt rules and regulations with respect to furnishing medical, nursing and hospital service, artificial appliances and medicine to injured employees entitled thereto, and for the payment therefor.

Section 50. In case of temporary disability, such injured employee shall receive sixty-six and two thirds per cent of his or her average weekly wages so long as such disability is total, not to exceed a maximum of

twenty-one dollars per week, and not less than a minimum of ten dollars per week, unless the employee's wages shall be less than ten dollars per week, in which event he or she shall receive compensation equal to his or her full wages; but in no case to continue for more than eight years from the date of the injury, nor to exceed seven thousand dollars.

Section 51. In case of injury resulting in partial disability, such injured employee shall receive sixty-six and two thirds per cent of his or her average weekly wages so long as such disability is partial, not to exceed a maximum of twenty-one dollars per week, nor a greater sum in the aggregate than seven thousand dollars, and such compensation shall be in addition to the compensation allowed to the claimant for the period of temporary total disability resulting from such injury.

Section 52. In cases included in the following schedule, the disability in each case shall be deemed to continue for the period specified, and the compensation so paid for such injury shall be as specified herein, and shall be in addition to the compensation allowed to the claimant for the period of temporary total disability resulting from such injury, to wit:

For the loss of a thumb, sixty-six and two thirds per cent of the average weekly wages during seventy-five weeks.

For the loss of a first finger, commonly called index finger, sixty-six and two thirds per cent of the average weekly wages during forty-five weeks.

For the loss of a second finger, sixty-six and two thirds per cent of the average weekly wages during forty weeks.

For the loss of a third finger, sixty-six and two thirds per cent of the average weekly wages during twenty-five weeks.

For the loss of a fourth finger, commonly known as the little finger, sixty-six and two thirds per cent of the average weekly wages during twenty weeks.

The loss of the second, or distal, phalanx of the thumb shall be considered to be equal to the loss of one half of such thumb; the loss of more than one half of such thumb shall be considered to be equal to the loss of the whole thumb.

The loss of the third, or distal, phalanx of any finger shall be considered to be equal to the loss of one third of such finger.

The loss of the middle, or second, phalanx of any finger shall be considered to be equal to the loss of two thirds of such finger.

The loss of more than the middle and distal phalanges of any finger shall be considered to be equal to the loss of the whole finger; provided, however, that in no case will the amount received for more than one finger exceed the amount provided in this schedule for the loss of a hand.

For the loss of the metacarpal bone (bones of palm) for the corresponding thumb, finger or fingers as above, add ten weeks to the number of weeks as above.

For ankylosis (total stiffness of) or contracture (due to scars or injuries) which makes any of the fingers, thumbs, or parts of either more than useless, the same number of weeks apply to such members or parts thereof as given above.

For the loss of a hand, sixty-six and two thirds per cent of the average weekly wages during two hundred weeks.

For the loss of an arm, sixty-six and two thirds per cent of the average weekly wages during two hundred and fifty weeks.

For the loss of a great toe, sixty-six and two thirds per cent of the average weekly wages during forty weeks.

For the loss of one of the toes, other than the great toe, sixty-six and two thirds per cent of the average weekly wages during fifteen weeks.

The loss of more than two thirds of any toe shall be considered to be equal to the loss of the whole toe.

The loss of less than two thirds of any toe shall be considered to be no loss.

For the loss of a foot, sixty-six and two thirds per cent of the average weekly wages during one hundred and sixty weeks.

For the loss of a leg, sixty-six and two thirds per cent of the average weekly wages during two hundred and twenty-five weeks.

For the loss of an eye, sixty-six and two thirds per cent of the average weekly wages during one hundred and fifty weeks.

For the permanent partial loss of sight of an eye, sixty-six and two thirds per cent of the average weekly wages for such portion of one hundred and fifty weeks as the department of industrial accidents may in each case determine, based upon the percentage of vision actually lost as a result of the casualty, but in no case shall an award of compensation be made for less than a twenty-five per cent loss of vision.

Section 53. If an employee who had previously incurred permanent partial disability through the loss of one hand, one foot, one leg, one arm or one eye incurs permanent total disability through the loss of another member or organ, he or she shall be paid, in addition to the compensation for permanent partial disability provided in this section, and after the cessation of the payments for the prescribed period of weeks, special compensation for the remainder of his or her life, to the amount of sixty-six and two thirds per centum of the average weekly wages earned by him at the time the total permanent disability was incurred. Such additional compensation shall be paid out of the funds in possession of the department.

The amounts specified in this clause are all subject to the limitation as to the maximum weekly amount payable as hereinbefore specified in this section.

Section 54. No savings or insurance of the injured employee independent of this chapter shall be considered in determining the compensation payable there-

under, nor shall benefits derived from any other source than the insurer be considered in such determination.

Section 55. The benefits in case of death shall be paid to such one or more of the dependents of the decedent, for the benefit of all the dependents, as may be determined by the department. Payment to a dependent subsequent in right may be made if the department deem it proper, and shall operate to discharge all other claims therefor. The dependents, or person to whom benefits are paid, shall apply the same to the use of the several beneficiaries thereof according to their respective claims upon the decedent for support, in compliance with the finding and direction of the department.

In all cases of death where the dependents are a widow and one or more children, it shall be sufficient for the widow to make application to the department on behalf of herself and children; and in cases where all the dependents are children, the application shall be made by the guardian or next friend of such dependents.

In all cases of death from causes other than the injury for which award had heretofore been made on account of temporary or permanent, partial or total disability, in which there remains an unpaid balance, representing payments accrued and due decedent at the time of his or her death, the department may, after satisfactory proof has been made warranting such action, award or pay any unpaid balance of such award in whole or in part to the dependents of the decedent, or for services rendered on account of the last illness or death of such decedent, as the department shall determine in accordance with the circumstances in each such case.

Section 56. Upon giving by an employee or an employer to the department of notice that the employee has sustained an injury, his right to compensation shall arise without further claim on his part, and without necessity of filing a formal claim therefor; provided, that no right to compensation shall exist unless notice of an injury be given to the department within two years of its occurrence, if the employer be a subscriber. If the employer be ignorant of the occurrence of the injury, the employee or his representative shall give him notice thereof within two years of its occurrence. No notice is required to be given by an employee to an employer who has knowledge of the occurrence or sustaining of an injury within two years of such occurrence. Any form of written communication signed by or in behalf of the employee stating in ordinary language the time, place and cause of the injury shall be considered a sufficient notice.

Section 57. An employee who has received an injury shall submit himself for examination by a physician if the department so directs.

Section 58. Compensation before payment shall be exempt from all claims of creditors and from any attachment or execution, and shall be paid only to such employees or their dependents, except when otherwise ordered by the department.

Section 59. Whenever any weekly payment has been continued for not less than six months, the liability therefor may, in unusual cases where the parties agree and the department deems it to be for the best interests of the employee or his dependents, be redeemed by the payment, in whole or in part, by the employer of a lump sum, to be fixed by the department, not exceeding the amount provided by this chapter. The department may at any time, in case of a minor who has received permanently disabling injuries, either partial or total, provide that he be compensated, in whole or in part, by the payment of a lump sum, of an amount to be fixed by the department, not exceeding the amount provided by this act.

Section 60. Whenever any question involving the compensation of an injured employee or his dependents is appealed to the supreme judicial court, and the decision is in favor of the employee or his dependents, interest to the date of payment shall be paid by the party responsible on all sums due as compensation to such employee or dependents.

Section 61. If the injured employee was of such age and experience when injured that under natural conditions his or her wages would be expected to increase, that fact shall be considered in arriving at his or her average weekly wage, if he be entitled to compensation.

Section 62. The commonwealth and any county, city, town or district having the power of taxation, may elect to become a subscriber to the state fund or a self-insurer as provided in this act.

Section 63. A laborer, workman or mechanic entering the service of such commonwealth, county, city, town or district, who would, if injured, have a right of action against such commonwealth, county, city, town or district by law, may claim or waive his right of action as provided in this act and shall be deemed to have waived such right of action unless he claims it. The benefits of this act shall apply to all laborers, mechanics and workmen in the service of the commonwealth or of such county, city, town or district under any employment or contract or hire, express or implied, oral or written, including those employed in work done in performance of governmental duties, as well as those employed in municipal enterprises conducted for gain or profit. For the purposes of this act, all laborers, workmen and mechanics paid by the commonwealth, but serving under boards and commissions exercising powers within defined districts, shall be deemed to be in service of the commonwealth.

Section 64. Chapter one hundred and fifty-three and sections four and seven to ten, inclusive, of chapter two hundred and twenty-nine shall not apply to employees of subscribers or self-insurers under this act, nor to laborers, workmen or mechanics employed by the commonwealth or any county, city, town or district which has elected to become a subscriber or self-insurer under this act.

Section 65. Any person entitled to receive compensation under this act from the commonwealth, or

from any county, city, town or district, who is also entitled to a pension by reason of the same injury, shall elect whether he shall receive such compensation or such pension, and shall not receive both.

If a person entitled to such compensation from the commonwealth or from such county, city, town or district, receives by special act a pension for the same injury, he shall forfeit all claims for compensation; and any compensation received by him or paid by the commonwealth, or by such county, city, town or district which employs him, for medical or hospital services rendered to him, may be recovered back in an action at law and no further payment shall be awarded by vote or otherwise to any such person who has claimed and received compensation under this act.

Section 66. Chapter one hundred and fifty-two of the General Laws is hereby repealed with the exception of sections five, eleven and seventeen. All other laws and parts of laws in conflict or inconsistent with this act are also repealed.

I think it advisable at this time to call attention to the fact that many of our most ardent supporters throughout the entire state find it impossible to give us favorable vote or action on State Fund Workmen's Compensation. Although they come to our assistance on all other measures before them—we lose their vote on this piece of legislation.

The Remedy—Work done in your respective home districts. Get to see these legislators personally and pledge them to support **State Fund Workmen's Compensation.**

House Bill 560: Petition of the Mass. State Federation of Labor relative to the minimum retirement allowances for superannuation under the law providing for the retirement of employees of the city of Boston and county of Suffolk. Committee on Pensions reported "leave to withdraw." Accepted on March 7th.

An Act amending an Act relative to Minimum Retirement Allowances for Members of the Boston Retirement System retired for Superannuation.

Be it enacted, etc., as follows:

Section ten of chapter five hundred and twenty-one of the acts of nineteen hundred and twenty-two, as amended by section one of chapter four hundred and twenty-six of the acts of nineteen hundred and twenty-three and by section three of chapter two hundred and fifty-two of the acts of nineteen hundred and twenty-four, is hereby further amended by striking out paragraph (d) and inserting in place thereof the following:—

(d) If the retirement allowance provided under the foregoing clauses of this section for a member who has been an employee for fifteen years or more would otherwise be less than half pay a year, an additional pension sufficient to make a total retirement allowance of half pay a year.

House Bill 568: Petition of the Mass. State Federation

of Labor that persons in charge of steam boilers in certain apartment houses, theatres, hotels, schools and other public buildings be duly licensed by the Department of Public Safety. Committee on Public Safety recommended "Report to Next Annual Session." Report accepted on March 18th.

An Act to provide that Persons in Charge of Steam Boilers in Certain Apartment Houses, Theatres, Hotels, Schools and Other Public Buildings shall be duly Licensed.

Be it enacted, etc., as follows:

Section 1. Section forty-six of chapter one hundred and forty-six of the General Laws is hereby amended by inserting after the word "provided" in the tenth line the words:—that persons in charge of boilers in apartment houses of over twenty-four apartments, public institutions and in theatres, or public halls of over three hundred seating capacity and in hotels, public buildings, and school houses of more than twelve rooms, shall be licensed by the boiler inspection division of the department of public safety.

Section 2. This act shall take effect on the first day of November, nineteen hundred and thirty.

House Bill 577: Petition of Representative Keating that the hours of labor of certain employees of street railway companies be regulated. Committee on Street Railways reported favorable. Passed the House. "Killed" in the Senate on April 8th.

An Act regulating the Hours of Labor of Certain Employees of Street Railway Companies.

Be it enacted, etc., as follows:

Section 1. Chapter one hundred and sixty-one of the General Laws is hereby amended by striking out section one hundred and three and inserting in place thereof the following:—

Section 103. A day's work for all conductors, motormen, guards, collectors, gatemen, shop, car house, power house employees, operators of one-man cars and motor busses, and brakemen who are employed by or on behalf of a street, electric or elevated railway company, shall not exceed eight hours and shall be so arranged by the employer that it shall be performed within eleven consecutive hours. No officer or agent of any such company shall require from said employee more than eight hours' work for a day's labor. Threat of loss of employment, or threat to obstruct or prevent the obtaining of employment by the employee, or threat to refrain from employing any employee in the future shall be considered as "requiring" within the meaning of this section.

Nothing herein shall prevent an employee of the character mentioned in this act, if he so desires, from working more hours than those prescribed in this act for extra compensation.

A company which violates any provision of this section shall forfeit for each offence not less than one hundred dollars nor more than five hundred dollars.

Section 2. This act shall not affect any written contract existing at the date of its passage.

House Bill 642: Petition of Representative Jones for legislation further regulating the hours of labor of women and children employed in the manufacturing of leather. Committee on Labor and Industries recommended "leave to withdraw." House substituted bill for report of the committee. Passed the House and "killed" in the Senate on April 8th.

An Act further Regulating the Hours of Labor of Women and Children employed in the Manufacturing of Leather.

Be it enacted, etc., as follows:

Section 1. Section fifty-nine of chapter one hundred and forty-nine of the General Laws is hereby amended by inserting after the word "goods" in the fourth line the words:—or leather,—so as to read as follows:—

Section 59. No person, and no agent or officer of a person, shall employ a woman over twenty-one in any capacity for the purpose of manufacturing before six o'clock in the morning or after ten o'clock in the evening, or in the manufacture of textile goods or leather after six o'clock in the evening. Whoever violates any provision of this section shall be punished by a fine of not less than twenty nor more than fifty dollars.

Section 2. Section sixty-six of said chapter one hundred and forty-nine is hereby amended by inserting after the word "goods" in the fifth line the words:—or leather,—so as to read as follows:—

Section 66. No person shall employ a boy under eighteen or a girl under twenty-one or permit such a boy or girl to work in, about or in connection with any establishment or occupation named in section sixty before five o'clock in the morning or after ten o'clock in the evening, or in the manufacture of textile goods or leather after six o'clock in the evening; provided, that girls under twenty-one may be employed as operators in regular service telephone exchanges until, but not after, eleven o'clock in the evening.

House Bill 643: Petition of Margaret I. Connolly relative to the working hours of women and children in certain employments. Committee on Labor and Industries reported "leave to withdraw." Accepted on March 24th.

An Act relative to the Working Hours of Women and Children in Certain Employments.

Be it enacted, etc., as follows:

Section fifty-six of chapter one hundred and forty-nine of the General Laws, as amended by chapter two hundred and eighty of the acts of nineteen hundred and twenty-one, is hereby further amended by striking out said section fifty-six and inserting in place thereof the following:—

Section 56. No child and no woman shall be employed in, or in connection with, any factory or workshop, or in, or in connection with any manufacturing, mercantile, mechanical establishment, telegraph office or telephone exchange, or by any express or transportation company more than nine hours in any one day; and in no case

shall the hours of labor exceed forty-eight in a week, except that in manufacturing establishments where the employment is determined by the department to be by seasons, the number of such hours in any week may exceed forty-eight, but not fifty-two, provided that the total number of such hours in any year shall not exceed an average of forty-eight hours a week for the whole year, excluding Sundays and holidays; and if any child or woman shall be employed in more than one such place, the total number of hours of such employment shall not exceed forty-eight hours in any one week. Every employer, except those hereinafter designated, shall keep posted in a conspicuous place in every room where such persons are employed a printed notice stating the number of hours' work required of them on each day of the week, the hours of beginning and stopping work, and the hours when the time allowed for meals begins and ends, or, in case of mercantile establishments and of establishments exempted from sections ninety-nine and one hundred, the time, if any, allowed for meals. The employment of any such person at any time other than as stated in said printed notice shall be deemed a violation of this section unless it appears that such employment was to make up time lost on a previous day of the same week in consequence of the stopping of machinery upon which such person was employed or dependent for employment; but no stopping of machinery for less than thirty consecutive minutes shall justify such overtime employment, nor shall such overtime employment be authorized until a written report of the day and hour of its occurrence and its duration is sent to the department, nor shall such overtime employment be authorized because of the stopping of machinery for the celebration of any holiday. Every employer engaged in furnishing public service, or in any other kind of business in respect to which the department shall find that public necessity or convenience requires the employment of children or women by shifts during different periods or parts of the day, shall post in a conspicuous place in every room where such persons are employed a printed notice stating separately the hours of employment for each shift or tour of duty and the amount of time allowed for meals. A list by name of the employees, stating in which shift each is employed, shall be kept on file at each place of employment for inspection by employees and by officers charged with the enforcement of the law. In cases of extraordinary emergencies or extraordinary public requirement, this section shall not apply to employers engaged in public service or in other kinds of business in which shifts may be required as hereinbefore stated; but in such cases no employment in excess of the hours hereby authorized shall be considered as legalized until a written report of the day and hour of its occurrence and its duration is sent to the department.

House Bill 695: Petition of the Mass. State Federation of Labor that persons in charge of certain ammonia compressors shall be licensed by the Department of Public Safety. Committee on Public Safety reported "leave to withdraw." Report accepted on March 26th.

An Act to provide that Persons in Charge of Certain Ammonia Compressors shall hold Licenses for Such Work.

Be it enacted, etc., as follows:

Section 1. Section forty-two of chapter one hundred and forty-six of the General Laws is hereby amended by adding after the word "valve" in the second line, the words:—nor unless the person in charge of or operating said compressor is duly licensed therefor by an inspector of boilers in the division of inspection of the department of public safety; provided, however, that no license shall be required to operate or have charge of an ammonia compressor having not more than one hundred and twenty cubic feet displacement capacity per minute. The fee for examination for said license shall be two dollars.

Section 2. This act shall take effect on the first day of January, nineteen hundred and thirty-one.

House Bill 718: Petition of the Mass. State Building Trades Council for an amendment of the law relative to granting preference to veterans and citizens of the commonwealth in the construction and alteration of certain public works. House Ways and Means Committee reported "ought not to pass." Passed the House. Senate Ways and Means Committee recommended "ought not to pass." "Killed" in the Senate on May 16th.

An Act relative to Preference of Veterans and Citizens in the Construction, Addition to and Alteration of Certain Public Works.

Be it enacted, etc., as follows:

Chapter one hundred and forty-nine of the General Laws is hereby amended by striking out section twenty-six and inserting in place thereof the following section:—

Section 26. In the employment of mechanics, teamsters and laborers in the construction, addition to and alteration of public works by the commonwealth, or by a county, town or district, or by persons contracting therewith for such construction, addition to and alteration of public works, preference shall first be given to citizens of the commonwealth who have served in the army or navy of the United States in time of war and have been honorably discharged therefrom or released from active duty therein, and who are qualified to perform the work to which the employment relates; and secondly, to citizens of the commonwealth generally, and, if they cannot be obtained in sufficient numbers, then to citizens of the United States, and every contract for such work shall contain a provision to this effect. The wages for a day's work paid to mechanics and teamsters employed in the construction, addition to and alteration of public works as aforesaid shall be not less than the customary and prevailing rate of wages for a day's work in the same trade or occupation in the locality where such public works are under construction or being added to or altered; provided, that no town in the construction, addition to or alteration of public works shall be required to give preference to veterans, not residents of such town, over citizens thereof. This

section shall also apply to regular employees of the commonwealth or of a county, town or district when such employees are employed in the construction, addition to and alteration of public works for which special appropriations are provided. Any person or contractor who knowingly and wilfully violates this section shall be punished by a fine of not more than one hundred dollars.

House Bill 825: Petition of Representative Leyden of Worcester that goods made by prisoners be plainly stamped as such if offered for public sale. Committee on Public Institutions reported "Next Annual Session." Bill substituted for report of committee. "Killed" in the House on April 7th.

An Act to provide for the Stamping of Prison Made Goods.

Be it enacted, etc., as follows:

Section fifty-three of chapter one hundred and twenty-seven of the General Laws is hereby amended by adding at the end thereof the following:—All goods made under the provisions of this section shall be stamped prison made if offered for sale to the public.

House 999: Report of Commission to change the requirements for Full Time and Continuation School Attendance of Minors over 14 Years of Age. Senate Ways and Means Committee reported "Next Annual Session." Report accepted on April 15th.

House Bills 140-646-784-889: Increasing the Maximum and Minimum Amount of Compensation Payable to Injured Employees under the Workmen's Compensation Law. Committee on Labor and Industries reported new draft known as House 1155. Passed the House. "Killed" in the Senate on March 25th.

House of Representatives, March 17, 1930.

The committee on Labor and Industries, to whom were referred the petition (accompanied by Bill, House, No. 140) of Edward J. Kelley for an increase in the maximum and minimum amounts of compensation payable to persons injured in industrial accidents, the petition (accompanied by bill, House, No. 646) of Francis E. Rafter that the compensation of employees injured in industrial accidents be increased in certain instances, the petition (accompanied by bill, House, No. 784) of Frank D. Crowley for legislation to increase the maximum and minimum weekly compensation payable to employees injured in industrial accidents, and the petition (accompanied by bill, House, No. 889) of Timothy J. McDonough for an increase in the rate of weekly compensation to persons incapacitated for work by reason of injury in industrial accidents, report the accompanying bill (House, No. 1155).

For the committee,

WILLIAM H. WELLEN.

Senators Elder and Nicholson, and Representative Luitwieler dissenting.

An Act increasing the Maximum and Minimum Amount of Compensation payable to Injured Employees under the Workmen's Compensation Law.

Be it enacted, etc., as follows:

Section 1. Section thirty-four of chapter one hundred and fifty-two of the General Laws, as amended by section seven of chapter three hundred and nine of the acts of nineteen hundred and twenty-seven, is hereby further amended by striking out, in the fifth line, the word "eighteen" and inserting in place thereof the word:—nineteen,—and by striking out, in the sixth and eighth lines, the word "nine" and inserting in place thereof in each instance the word:—ten,—and by striking out, in the tenth and eleventh lines, the words "forty-five hundred" and inserting in place thereof the words:—five thousand,—so as to read as follows:—

Section 34. While the incapacity for work resulting from the injury is total, the insurer shall pay the injured employee a weekly compensation equal to two-thirds of his average weekly wages, but not more than nineteen dollars nor less than ten dollars a week, except that the weekly compensation of the injured employee shall be equal to his average weekly wages in case such wages are less than ten dollars; and the period covered by such compensation shall not be greater than five hundred weeks nor the amount more than five thousand dollars.

Section 2. Section thirty-five of said chapter one hundred and fifty-two, as amended by section eight of said chapter three hundred and nine, is hereby further amended by striking out, in the sixth line, the word "eighteen" and inserting in place thereof the word:—nineteen,—and by striking out, in the eighth line, the words, "forty-five hundred" and inserting in place thereof the words:—five thousand,—so as to read as follows:—

Section 35. While the incapacity for work resulting from the injury is partial, the insurer shall pay the injured employee a weekly compensation equal to two-thirds of the difference between his average weekly wages before the injury and the average weekly wages which he is able to earn thereafter, but not more than nineteen dollars a week; and the amount of such compensation shall not be more than five thousand dollars.

House Bill 640 and 1158: Petition of the Mass. State Federation of Labor that the Department of Labor and Industries be authorized to publish to Labor certain information relative to statistics pertaining to Injunctions. Committee on Labor and Industries submitted new draft known as House Bill 1158 which was referred to House Ways and Means Committee, who reported "ought not to pass." Report accepted April 22nd.

The committee on Labor and Industries, to whom was referred the petition (accompanied by resolve, House No. 640) of the Massachusetts State Federation of Labor that the Department of Labor and Industries be authorized to publish certain information relative to labor statistics, report the accompanying resolve (House, No. 1158)....

For the committee,

WM. H. WELLEN.

Resolve providing for the Publication by the Department of Labor and Industries of a Report relative to Labor Injunctions.

Resolved, That the department of labor and industries is hereby authorized and directed to cause to be printed two thousand copies of the subject matter of Labor Bulletin No. 117, entitled "Labor Injunctions in Massachusetts," published as Part V of the annual report on the statistics of labor for the year nineteen hundred and sixteen, revised and brought up to the close of the year nineteen hundred and twenty-nine. Said department may employ additional counsel and stenographic assistance for the purpose of examining and transcribing court records, preparation of a revision of the report, and for printing the same, a sum not exceeding seven thousand five hundred dollars.

House Bill 334, 522 and 1225: Petitions of Representatives Finnegan and Hays to provide for the payment of compensation under the Workmen's Compensation Law during the entire period of total incapacity. Passed the House and on May 6th in the Senate—Senate Bill 427 was substituted for House 1225 and was "killed."

House of Representatives, April 1, 1930.

The committee on Labor and Industries, to whom were referred the petition (accompanied by bill, House, No. 334) of Joseph Finnegan that compensation for employees injured in industrial accidents be paid during the entire period of incapacity, and the petition (accompanied by bill, House, No. 522) of Martin Hays that employees injured in industrial accidents be compensated during the entire period of total incapacity, report the accompanying bill (House, No. 1225).

For the committee,

E. R. BARKER.

Representatives Brooks of Worcester and Luitwieler of Newton dissenting.

An Act providing for the payment of Compensation under the Workmen's Compensation Law during the Entire Period of Total Incapacity.

Be it enacted, etc., as follows:

Chapter one hundred and fifty-two of the General Laws is hereby amended by inserting after section thirty-four the following new section:—

Section 34A. In all cases in which the employee becomes totally and permanently incapacitated for work as the result of a personal injury arising out of and in the course of his employment, except cases involving the acceleration of disease pre-existing before the injury, total incapacity compensation shall be continued as above provided during the lifetime of the injured employee.

BILLS OPPOSED BY LABOR AND KILLED

House Bill 273 and Senate Bill 369: Petition of the New England Road Builders' Association that the law establishing the "8-Hour" Day be made applicable to persons employed in the construction of highways and

bridges. Committee on Labor and Industries reported "next annual session," which was accepted by the House on March 19th. In the Senate, on March 25th, Senate Bill 369 was substituted for the report of the committee and was referred back to the House and thence sent to the House Ways and Means Committee. On April 1st this committee reported "ought not to pass." Report accepted on April 28th.

Senate, March 31, 1930.

The committee on Bills in the Third Reading, to which was referred the Senate Bill relative to the hours of labor of persons employed on public works (printed as House, No. 273), reports recommending that the same be amended by substituting therefor a new draft entitled "An Act relative to the Hours of Labor of Persons Employed on certain Road Improvements" (Senate, No. 369), and that, when so amended, the same will be correctly drawn.

For the committee,

JAMES A. TORREY.

An Act relative to the Hours of Labor of Persons employed on Certain Road Improvements.

Be it enacted, etc., as follows:

Section 1. Section thirty-six of chapter one hundred and forty-nine of the General Laws is hereby amended by adding at the end thereof the following:—, or to persons employed in the construction or reconstruction, including any element therein, of ways or bridges, paid for in whole or in part from the Highway Fund,—so as to read as follows:—

Section 36. Sections thirty, thirty-one and thirty-four shall not apply to the preparation, printing, shipment and delivery of ballots to be used at a caucus, primary, state, city or town election, nor during the sessions of the general court to persons employed in legislative printing or binding; nor shall they apply to persons employed in any state, county or municipal institution, on a farm, or in the care of the grounds, in the stable, in the domestic or kitchen and dining room service or in store rooms or offices, or to persons employed by the commissioners of the Massachusetts nautical school, on boats maintained by the state police for the enforcement of certain laws in the waters of the commonwealth, or in connection with the care and maintenance of state armories, or to the purchase, operation or lease of farm machinery by the department of agriculture, or to persons employed in the construction or reconstruction, including any element therein, of ways or bridges, paid for in whole or in part from the Highway Fund.

Section 2. Section thirty of said chapter one hundred and forty-nine, as amended by chapter two hundred and thirty-six of the acts of nineteen hundred and twenty-three, is hereby further amended by striking out the last sentence,—so as to read as follows:—

Section 30. The service of all laborers, workmen and mechanics now or hereafter employed by the commonwealth or any county therein or any town which, by vote of the city council, or of the voters at a town meeting, accepts this section or has accepted section one

of chapter two hundred and forty of the General Acts of nineteen hundred and sixteen, or by any contractor or sub-contractor for or upon any public works of the commonwealth or of any county therein or of any such town is hereby restricted to eight hours in any one day and to forty-eight hours in any one week. No officer of the commonwealth, except as provided herein, or of any county or of any such town, no such contractor or subcontractor or other person whose duty it is to employ, direct or control the service of such laborers, workmen or mechanics shall require or permit any such laborer, workman or mechanic to work more than eight hours in any one day, or more than forty-eight hours in any one week, except in cases of extraordinary emergency.

Section 3. Said chapter one hundred and forty-nine, as amended in section thirty-four by chapter two hundred and thirty-seven of the acts of nineteen hundred and twenty-four, is hereby further amended by striking out said section thirty-four and inserting in place thereof the following:—

Section 34. Every contract, except for the purchase of material or supplies, involving the employment of laborers, workmen or mechanics, to which the commonwealth, or any county, or any town subject to section thirty, is a party shall contain a stipulation that no laborer, workman or mechanic working within the commonwealth, in the employ of the contractor, subcontractor or other person doing or contracting to do the whole or a part of the work contemplated by the contract, shall be required or permitted to work more than eight hours in any one day or more than forty-eight hours in any one week, except in cases of extraordinary emergency, or, in case any town subject to section thirty-one is a party to such a contract, more than eight hours in any one day, except as aforesaid. Every such contract not containing the aforesaid stipulation shall be null and void.

Senate, March 31, 1930.

Passed to be engrossed.

Sent down for concurrence.

WILLIAM H. SANGER, Clerk.

Senate Bill 107 and House Bill 1272: Petition of Wm. J. McDonald for the establishment of a state educational institution for the development of skill in training for youth who enter industrial and business pursuits. Committee on Education reported "Next Annual Session." Senate adopted report on March 25th. Received back in House on March 26th. Recommitted to Committee on Education on March 27th. The Committee on Education then reported new draft known as House 1272. On April 15th referred to the House Ways and Means Committee—which Committee on May 2nd reported "ought not to pass." Report accepted on May 5th.

House of Representatives, April 15, 1930.

The committee on Education, to whom was recommended the petition (accompanied by bill, Senate, No. 107) of William J. McDonald for the establishment of a state educational institution for the development of skill

in the industrial, mechanical and practical arts, report the accompanying resolve (House, No. 1272).

For the committee,

JOSEPH L. LARSON.

Resolve providing for an Investigation by the Department of Education relative to the Establishment by the Commonwealth of an Educational Institution dedicated to the Development of Skill and Training for Youth who enter Industrial and Business Pursuits.

Resolved, That the department of education be hereby directed to investigate the advisability of the establishment, building, equipping and maintenance of an educational institution by the commonwealth to be known as the Massachusetts Industrial Institute, the leading objects of such institution to be the teaching of such various branches of learning as are related to the industrial, mechanical and practical arts so as to promote liberal and practical education in the several pursuits and occupations of life; to furnish young men and women an opportunity to learn under proper instruction the important elements of manufacturing and all other industries in a practical way; to consider the initial and ultimate cost thereof and the advisability of the establishment, building, equipping and maintenance of such an institution, the manner in which the same should be organized and operated.

Said department shall hold hearings, may call upon other departments, commissions and officers of the commonwealth as may have information in relation to the aforesaid matters for such assistance as may be helpful in the course of its investigation, may require by summons the attendance and testimony of witnesses and the production of books and papers relating to any matter under investigation, and may administer oaths to witnesses testifying before it.

The department shall report to the general court the result of its investigation and recommendation, together with drafts of legislation necessary to carry same into effect by filing same with the clerk of the senate on or before December first of the current year.

BILLS FAVORED BY LABOR AND PASSED

House 553 and 1019: Petition of the Mass. State Federation of Labor relative to appropriations for band concerts by cities and towns. Committee on Municipal Finance reported new draft to House on Feb. 3rd, known as House Bill 1019. Passed the House and Senate. Signed by the Governor on February 17th. Now known as Chapter 46 of the General Laws.

House of Representatives, Feb. 3, 1930.

The committee on Municipal Finance, to whom was referred the petition (accompanied by bill, House, No. 553) of the Massachusetts State Federation of Labor and others relative to appropriations for band concerts by cities and towns, report the accompanying bill (House, No. 1019).

For the committee,

GEORGE P. ANDERSON.

An Act relative to Appropriations by Cities and Towns for Band Concerts.

Be it enacted, etc., as follows:

Section five of chapter forty of the General Laws, as most recently amended by section six of chapter two hundred and eighty-eight of the acts of nineteen hundred and twenty-nine, is hereby further amended by striking out, in the one hundred and eighth line, as printed in the General Laws, the words "five hundred" and inserting in place thereof the words:—one thousand,—so that clause (26) will read as follows:—

(26) For public band concerts, or for music furnished for public celebrations, a sum not exceeding one thousand dollars.

House 885 and 1197: Petition of Joseph A. Parks that provision be made for compensating employees injured in connection with the operation of motor vehicles of their employers. Committee on Labor and Industries reported favorable on March 17th, and on March 27th House Bill 1197 was substituted for 885. Passed the House and Senate. Signed by the Governor on April 11th. Known as Chapter 205 of the General Laws.

House of Representatives, March 27, 1930.

The committee on Bills, in the Third Reading, to whom was referred the Bill providing for compensating employees injured in connection with the operation of the motor vehicles of their employers (House, No. 885), report recommending that the same be amended by the substitution of the accompanying bill (House, No. 1197).

For the committee,

A. B. CASSON.

An Act relative to the Payment of Compensation under the Workmen's Compensation Laws for Injuries received by Employees while operating or using Motor or Other Vehicles.

Be it enacted, etc., as follows:

Section twenty-six of chapter one hundred and fifty-two of the General Laws, as amended by section three of chapter three hundred and nine of the acts of nineteen hundred and twenty-seven, is hereby further amended by adding at the end thereof the following new sentence:—For the purposes of this section, any person while operating or using a motor or other vehicle, whether or not belonging to his employer, with his employer's general authorization or approval, in the performance of work in connection with the business affairs or undertakings of his employer, and whether within or without the commonwealth, shall be conclusively presumed to be an employee.

House of Representatives, March 27, 1930.

Passed to be engrossed.

Sent up for concurrence.

FRANK E. BRIDGMAN, Clerk.

House 639 and 1332: Petition of Representative Ingalls to provide for Fees for Physicians appearing before the Department of Industrial Accidents on Behalf of

Injured Employees. Committee on Labor and Industries reported favorable. Sent to the House Ways and Means Committee on March 14th, which committee recommended a new draft, known as House 1332. Passed the House. Sent to the Senate Ways and Means Committee on May 6th. On May 8th this committee reported "ought to pass." Passed in the Senate on May 9th. Signed by the Governor on May 21st. Now known as Chapter 330 of the General Laws.

House of Representatives, April 30, 1930.

The committee on Ways and Means, to whom was referred the Bill to provide for fees of physicians appearing before the Department of Industrial Accidents on behalf of injured employees (House, No. 639), report that the same ought to pass with an amendment substituting therefor the accompanying bill (House, No. 1332).

For the committee,

MICHAEL H. JORDAN.

An Act to provide for Fees for Physicians appearing before the Department of Industrial Accidents on Behalf of Injured Employees.

Be it enacted, etc., as follows:

Section nine A of chapter one hundred and fifty-two of the General Laws, as enacted in chapter two hundred and forty-two of the acts of nineteen hundred and twenty-nine, is hereby amended in line four by inserting before the word "hearing" the word:—any,—so as to read as follows:—Section 9A. Whenever a medical question is in dispute in any case, and an impartial physician has not, prior to seven days before the date assigned for any hearing thereon, been appointed by the department or a member thereof, the employee may engage his own physician to appear and testify in his behalf and, if the decision of the single member or of the department is in favor of the employee, a reasonable fee shall be allowed by the member or by the department for such physician's services and shall be added to the amount awarded to the employee and be paid by the insurer under the provisions of this chapter.

House 1373: Bill providing for adequate assistance to certain aged citizens and for a report by the Commissioner of Corporations and Taxation as to ways and means for raising the required revenue. House Bill No. 1337, as amended on motions of Representatives Birmingham of Boston and Halliwell of New Bedford, and on recommendation of the Committee on Bills in the Third Reading, and as changed by that committee. Passed the House as amended. Amendment defeated in the Senate and the Age returned to **70 years** for all aged citizens. Passed on May 23rd by both branches. Signed by the Governor on May 28th. Known as Chapter 402 of the General Laws.

An Act providing for Adequate Assistance to Certain Aged Citizens and for a Report by the Commissioner of Corporations and Taxation as to Ways and Means for Raising the Required Revenue.

Be it enacted, etc., as follows:

Section 1. The General Laws are hereby amended by inserting after chapter one hundred and eighteen, under the title, Adequate Assistance to Certain Aged Citizens, the following new chapter:—

Chapter 118A

Adequate Assistance to Certain Aged Citizens

Section 1. Adequate assistance to deserving women citizens sixty years of age or over and to deserving men citizens sixty-five years of age or over who shall have resided in the commonwealth not less than twenty years immediately preceding arrival at such age, subject to such reasonable exceptions as to continuity of residence as the department of public welfare, in this chapter called the department, may determine by rules hereinafter authorized, shall be granted under the supervision of the department. Such assistance shall, wherever practicable, be given to the aged person in his own home or in lodgings or in a boarding home, and it shall be sufficient to provide suitable and dignified care. No person receiving assistance hereunder shall be deemed to be a pauper by reason thereof.

Section 2. Each board of public welfare shall, for the purpose of granting adequate assistance and service to such aged persons, establish a division thereof to be designated as the Bureau of Old Age Assistance. In determining the need for financial assistance, said bureaus shall give consideration to the resources of the aged person and to the ability of children and others to support such aged person. Separate records of all such aged persons who are aided shall be kept and reports returned in the manner prescribed by section thirty-four of chapter forty-one and by sections thirty-two and thirty-three of chapter one hundred and seventeen.

Section 3. In respect to all aged persons in receipt of assistance under this chapter, the town rendering the assistance shall, after and subject to approval of the bills by the department and subject otherwise to the provisions of section forty-two of chapter one hundred and twenty-one, be reimbursed by the commonwealth for one third of the amount of assistance given, or, if the person so aided has no settlement in the commonwealth, for the total amount thereof. If the person so aided has a legal settlement in another town, two thirds of the amount of such assistance given may be recovered in contract against the town liable therefor in accordance with chapter one hundred and seventeen.

Section 4. The department shall supervise the work done and measures taken by the boards of public welfare of the several towns in respect to persons aided and service given under this chapter; and for this purpose may make such rules relative to notice and reimbursement, and such other rules relating to the administration of this chapter, as it deems necessary, and may visit any person aided, and shall have access

to any records and other data kept by the boards of public welfare or their representatives relating to such assistance, and may require the production of books and papers and the testimony of witnesses under oath.

Section 2. The commissioner of corporations and taxation is hereby directed to consider ways and means for raising the revenue required by the commonwealth and by the cities and towns thereof to carry out the terms of this act from sources which, so far as may be, will not constitute an additional burden on real estate, and shall especially consider some form of taxation on amusements, proprietary articles and luxuries, and shall report to the general court his findings and recommendations, together with drafts of legislation necessary to carry his recommendations into effect, by filing the same with the clerk of the house of representatives not later than the first Wednesday in December of the current year.

Section 3. Section one of this act shall not become operative until July first, nineteen hundred and thirty-one.

House of Representatives, May 13, 1930.

Passed to be engrossed.

Sent up for concurrence.

FRANK E. BRIDGMAN, Clerk.

At this time I wish to gratefully extend my appreciation of the kindly assistance rendered me by the following legislative representatives: William T. Egan;

Edward Raleigh; James Duggan, of the State Association of Street and Electric Railway Employees; Dennis J. Mahoney, of the Bricklayers, Masons and Plasterers; Charles J. Mahoney, Brotherhood of R. R. Trainmen; Charles Davis, of the Locomotive Engineers, and Frank Symonds, of the Locomotive Firemen.

RECOMMENDATIONS

To procure more favorable action on our legislation a lesser number of legislative petitions will have to be introduced in the name of the Massachusetts State Federation of Labor, as your Legislative Representative finds that it is almost an utter impossibility to get the legislators to agree to vote for twelve or fifteen petitions that we file each year. Therefore, I recommend that we concentrate on the following bills: **Anti-Injunction, Individual Contract, Perfecting Amendments to the Old-Age Assistance Law, Barbers' Licensing Bill, Exclusive State Fund Workmen's Compensation, Peaceful Persuasion.**

CONCLUSION

This brings the report of your Legislative Representative for the year 1930 to a close, and I extend my sincere appreciation to the various central bodies and the entire labor movement of the state for all co-operative assistance on labor legislation.

Fraternally submitted,

MARTIN T. JOYCE,
Secretary-Treasurer-Legislative Agent.

REPORT OF VOCATIONAL SCHOOL COMMITTEE

This report is rendered to this convention pursuant to a vote passed at the Forty-fourth Annual Convention requesting the Executive Council to inquire into the manner in which vocational training has been applied in the various schools in the state. The reasons for this inquiry being made are presumably well known to the delegates of this convention.

During the past few years there have been a series of complaints regarding vocational training in Massachusetts received from trade unions and their officials throughout the state. The resulting publicity has been such that it was felt the situation presented a problem on which the delegates to this convention should have first-hand information. At the March meeting of the Executive Council President Cabral appointed Secretary-Treasurer Martin T. Joyce and Vice-President Robert J. Watt as a committee to investigate this matter and report its findings to this convention.

In the following report you will find salaries of teachers, number employed, number of pupils, placement of graduates, total expenditures, total maintenance costs, total tangible productivity, total competitive work done by pupils, also findings and recommendations of your committee.

The total number of teachers employed in the school year of 1928-29 in the day industrial schools was 202 shop teachers and 91 academic teachers. The evening industrial schools in the same period employed 232 vocational teachers. Salaries of evening school teachers, not including directors or principals, ranged from \$3.00 to \$6.00 per evening, \$4.00 being probably about the average.

Maximum and Minimum Salaries Actually Paid to the Teachers in Eight Departments of Fifteen Day Trade Schools, Selected at Random.

	Maximum	Minimum
Academic	\$2400	\$1980
Auto Repairs	2535	2165
Cabinet	2500	2270
Electrical	2615	2080
Machine	2760	2385
Pattern	2385	2185
Plumbing	2185	2115
Sheet Metal	2240	2240

Enrollment by Five-Year Periods

	Day Industrial Schools	Enrollment in Day Industrial Schools	Evening Industrial Schools	Enrollment in Eve. Industrial Schools
1907-08	—	—	5	425
1912-13	15	2089	15	3124
1917-18	17	2524	21	4408
1922-23	23	4789	21	4690
1927-28	30	7949	19	5980

Placement of Graduates of Day Trade Schools For Year Ending 1927:

	Number graduates in 1927	Number graduates placed in trade	% of graduates placed in trade	Average entering wage
Boston	72	41	57%	\$20.14
Chicopee	7	7	100%	19.56
Fall River	3	3	100%	20.00
Holyoke	14	9	64%	21.50
Lowell	13	4	30%	21.75
Lynn	9	6	67%	28.50
New Bedford	26	26	100%	21.05
Newton	27	12	44%	21.41
Northampton	12	9	75%	22.33
Quincy	24	12	50%	18.20
Somerville	4	2	50%	32.50
Springfield	50	37	74%	18.40
Vineyard Haven ...	4	2	50%	22.00
Westfield	20	15	75%	19.80
Weymouth	11	5	45%	21.16
Worcester	76	50	66%	23.21
Totals	372	240	64½%	\$21.12

TOTAL EXPENDITURES

In the school year 1927-28, the state's total bill for vocational and continuation school education was \$1,665,671.14; of this amount, \$63,720.92 was for overhead of the state department, including the training of teachers, and \$1,601,950.22 was paid as reimbursement to the towns and cities.

Money received from the United States government under the Smith-Hughes Act was \$246,549.74, leaving the net cost to the state \$1,419,121.40. The cities and towns during the same year paid for vocational education \$1,833,046.85.

Total Maintenance Costs, Total Tangible Productivity, and Total Competitive Work in the Ten Largest Day Industrial Schools in the State for the School Year 1928-29

	Total Maintenance Costs	Total Tangible Productivity	Total Competitive Work Including Materials
Boston Trade School			
Auto Mechanics	\$34,111.90	\$2,430.88	\$2,430.88
Electrical	33,534.23	1,235.50	67.07
Machine	28,610.90	1,112.87	9.62
Masonry	7,037.95	268.26	163.26
Plumbing	22,630.11	1,093.17	85.01
Printing	24,040.92	4,665.57	1,406.31
Woodworking	47,675.05	11,106.24	1,591.78
Sheet Metal	16,282.36	2,496.79	530.96
Totals	\$213,923.42	\$24,409.28	\$6,284.89

Springfield Vocational School

	Total Maintenance Costs	Total Tangible Productivity	Total Competitive Work Including Materials
Sheet Metal	\$5,417.25	\$2,196.94	\$1,328.86
Cabinet	14,220.39	2,494.26	1,900.51
Drafting	3,322.78	2,307.11	513.95
Pattern	7,337.95	755.75	529.13
Machine	28,218.90	8,914.28	582.89
Auto Mechanics	13,649.72	3,976.79	3,616.79
Printing	11,654.15	10,275.69	1,459.97
Electrical	9,557.87	921.49	335.30

Totals \$93,379.01 \$31,842.31 \$10,267.40

Chicopee Vocational School

Machine	\$10,327.07	\$1,506.65	\$1,480.65
Auto Repair	7,862.23	1,401.55	93.85
Carpentry	6,654.90	1,059.81	59.42

Totals \$24,844.20 \$3,968.01 \$1,633.92

Worcester Boys' School

Machine	\$46,211.38	\$21,999.66	\$1,022.46
Cabinet	21,295.96	4,999.76	1,578.25
Pattern	19,699.50	781.58	192.63
Carpentry	26,020.45	4,947.04	666.87
Printing	16,977.13	2,746.82	306.21
Electrical	23,657.50	2,022.14	148.39
Auto Mechanics	21,984.29	763.11	763.11
Drafting	20,724.28	1,072.23	116.22
Wood Finishing	7,259.15	1,909.20	534.12
Plumbing	15,994.08	2,290.66	54.51
Brick Masonry	13,803.63	312.30	55.00
Sheet Metal	8,350.46	838.28	177.42

Totals \$241,977.81 \$44,682.78 \$5,615.19

Fall River Industrial School

Cabinet	\$5,250.57	\$1,089.50	\$953.55
Interior Decorating	3,609.71	443.77	409.26
Auto Mechanics	3,361.82	1,709.61	1,699.61

Totals \$12,222.10 \$2,612.88 \$3,062.42

Lowell Vocational School

Auto	\$12,960.58	\$990.56	\$962.28
Cabinet	6,209.22	766.25	412.19
Carpentry	6,209.22	8,507.25	7,995.00
Electrical	16,316.84	748.19	616.00
Machine	10,224.59	568.70	616.00

Totals \$51,920.45 \$11,580.95 \$10,601.47

Haverhill Trade School

	Total Maintenance Costs	Total Tangible Productivity	Total Competitive Work Including Materials
Auto	\$7,219.94	\$3,409.05	\$3,344.38
Printing	3,552.62	4,384.90	2,284.40
Plumbing	3,624.48	2,709.75	1,290.17
Sheet Metal	3,725.42	4,041.53	3,195.08
Totals	\$18,122.46	\$14,545.23	\$10,114.03

Quincy Industrial School

Sheet Metal	\$5,107.64	\$3,888.01	\$2,911.47
Plumbing	7,920.07	2,806.64	91.13
Electrical	8,357.79	1,275.07	164.49
Machine	7,251.10	2,232.64	249.63
Cabinet	10,217.48	4,601.04	1,049.58
Pattern	5,136.70	1,114.21	314.57
Auto Mechanics	6,781.94	3,580.20	3,248.45

Totals \$50,772.72 \$19,497.81 \$8,029.32

Holyoke Vocational School

Auto Mechanics	\$8,255.82	\$2,062.50	\$2,062.50
Carpentry	9,360.76	4,437.33	372.05
Electricity	5,164.36	2,095.66	72.32
Machine	11,903.34	1,790.87	302.28
Printing	5,322.44	3,455.70	619.15
Sheet Metal	4,785.78	1,819.10	455.55

Totals \$44,792.50 \$15,661.23 \$3,883.85

New Bedford Vocational School

Carpentry	\$16,827.30	\$9,719.40	\$3,097.33
Machine	16,480.83	10,014.67	6,441.78
Auto	27,902.36	14,407.82	12,091.90
Electrical	20,959.79	8,491.25	1,266.96
Power	8,985.00	1,947.52

Totals \$93,155.28 \$44,580.66 \$22,897.97

Totals for 10 schools.... \$845,109.95 \$213,381.14 \$82,390.47

Information re Co-operative Course in Printing at the Roxbury Memorial High School for Boys

Number of pupils by years: 1st year, 47; 2d year, 125; 3d year, 31. Total, 203.

There are twelve instructors, as follows: Patrick J. Smith, Co-ordinator in charge; W. J. Irving Brown, Charles M. Doherty, Frederick L. Eames, John A. Rice, Frank P. Rich, Cyril W. Shovelier, Albert F. Hanrahan. Temporary teachers: James V. Collins, John-F. O'Brien, Paul B. Crudden, Charles J. Sheehan.

Valuation of productive work, per month: \$537.49. School use: Credits, \$338.97; Cash, \$106.85. Total, \$445.82. Outside use: \$91.67.

Co-ordinator began placements in July, 1929. 81% of third-year boys; 6% of second-year boys; 0% of first-year boys.

Average salary: \$12.00 a week.

List of firms where boys are placed: A. T. Howard Co.; Barnard Print; Crown Paper Specialty Co.; Davidson Press; Dickerman Box Co.; Direct Mail Service Co.; Franklin Press, Boston; Franklin Press, Mattapan; James Kent Eaton; Mansfield Printing Co.; Mass. Envelope Co.; New Process; Perry & Elliott Co.; Rustcraft; Samuel Usher & Co.; Silver Press; Stetson Press; Tudor Press; Walker Lithograph; Warren Press; Wollaston Press; Woodrow Printing Co.

Advisory Committee:

George T. Farmer, Boston Publishing Co., 174 Tremont St., Boston.

J. Arthur Moriarty, Assistant Secretary, Boston Typographical Union No. 13, 333 Washington St., Boston.

Ralph H. Wilbur, Proprietor, Tudor Press, 251 Causeway St., Boston.

Cecil H. Wrightson, Proprietor, Machine Type Setting Co., 74 India St., Boston.

Philip J. McAteer, Superintendent, N. E. Electrotape Co., 470 Atlantic Ave., Boston.

Henry T. Lefavor, Superintendent, Lincoln & Smith Co., 516 Atlantic Ave., Boston.

After careful investigation and consideration of all the facts available, also the subject-matter contained in Resolutions 33 and 38, submitted to the last convention, your committee believes that the necessity for training American youth will be generally admitted by all factors involved, labor employers, educators, and the public.

It is a well-known fact that the American Federation of Labor was the originator of the agitation for the law now known as the Smith-Hughes Vocational Education Act, and the Building Trades Department of the American Federation of Labor has repeatedly urged its affiliated international unions and local building trades councils to take advantage of the provisions of the Smith-Hughes Law in their respective localities, to the end that the apprentices in all crafts and trades will receive in full the benefits of this law, believing at that time that it was constructive to give young men and women an opportunity to acquire educated hands and minds, such as may enable them to earn a living in any industry.

This can be proved by nation-wide attempts at different periods in the last decade of labor, employers and educational authorities to set up programmes of study in vocational subjects. The difficulty comes in the manner of instructing these youths in the skill of any trade or occupation. All three, labor, employer, and schoolmen, have tried some scheme or other with more or less success; but no one element seems satisfied with the attempts of the others.

The International Typographical Union has set up a course of study for its apprentices, and on their success in passing the standards set up by the International depends the progress of the apprentices. Other organizations, such as the Tile Setters, with headquarters at Beaver Falls, Pa., pays the tuition of its apprentices to a private school in an attempt to train skilled apprentices.

Your committee believes that the solution of the whole trade school problem, from the viewpoint of labor, would be in the setting up of trade schools under and controlled by labor; but doubts whether it would be possible for labor to set up schools which would be modern, progressive, and free from the evils of selfishness. It would demand expert guidance by men skilled in the profession of teaching, and we doubt whether it would be possible to satisfy the eternal criticisms of the labor organization members, and could only be brought about after years of patient plodding in a field to which labor is not specifically adapted.

Employers have also their methods of increasing the skill of their employees. Some of them, such as Brown & Sharpe, General Electrical, New York Central and others, have their corporation schools for their apprentices and journeymen.

Your committee questions the advisability of leaving to the employer the training of the workman. First, his aim is generally a selfish one; he spends the money, he measures the success in dollars and cents to his factory, and the individual simply becomes a cog in his scheme of things. The efforts of the educational authorities are probably better known than any of the others to the general public, because they depend on public money for their support. In every city of 100,000 people or over schools have been set up teaching trades, and in many smaller cities are schools with similar opportunities. The success of these schools is also hard to measure in a way satisfactory to labor and employers. However, the recommendations of this committee deal entirely with the present system in the state, and realizing that labor has been the sponsor for vocational education, we recommend to this convention that it request the labor groups to take an active interest in trade school work, and see to it that labor is adequately represented on all school boards directing vocational education; and further suggest that local labor groups co-operate with employers and educational authorities, so as to give all registered apprentices a better opportunity to acquire a technical training in their respective trades.

After careful consideration your committee believes that the two main phases of this important question, and the basis of many complaints by our affiliated unions, is what is known to labor as "competitive productive work" done by pupils in trade schools, and the all-important question of more pupils in those schools than can properly and safely be taken care of and absorbed by our industries.

Your committee recommends as a partial solution for the first question, that the Secretary-Treasurer of the Massachusetts Federation of Labor seek the co-operation of other state labor groups and make an effort to reach an agreement with the Department of Education in regard to the amount and kind of productive competitive work which can be done by pupils in trade and vocational schools throughout the state.

Your committee recommends that the Secretary-Treasurer suggest to the Department of Education that a survey of the state be made to ascertain the number of tradesmen who can safely be absorbed by the various industries in the state; and your committee further recommends that, pending the adoption of some satisfactory agreement between the Department of Education and the Massachusetts Federation of Labor, or-

ganized labor do all in its power to educate the citizens of its respective communities

(1) In labor's willingness to co-operate with employers and educational authorities in the training of skilled workmen.

(2) In the justice of labor's stand that some limit be placed upon the amount of competitive work by any trade school; and

(3) In the consistency of labor's position of opposing such a public day training program if no such limits are set.

MARTIN T. JOYCE, Secretary-Treasurer.

ROBERT J. WATT, Vice-President,

Third District.

AUDITING COMMITTEE'S REPORT

In compliance with Article 7, Section 5, of the Constitution, we are appending hereto a report for the last six months of 1929 and the first six months of 1930 of the financial condition of the organization.

STATEMENT OF CASH RECEIPTS AND DISBURSEMENTS JULY 1, 1929, TO DECEMBER 31, 1929

Receipts	
July	\$842.71
August	1,024.04
September	427.88
October	1,196.84
November	275.78
December	947.66
Total	\$4,714.91
Disbursements	
July	\$754.63
August	1,692.82
September	352.05
October	886.73
November	761.08
December	710.01
Total	\$5,157.32
Excess of disbursements over receipts.....	\$442.41
Cash balance June 30, 1929	825.04
Balance December 31, 1929	\$382.63

STATEMENT OF CASH RECEIPTS AND DISBURSEMENTS JANUARY 1, 1930, TO JUNE 30, 1930

Receipts	
January	\$404.24
February	936.58
March	641.68
April	441.93
May	200.14
June	1,838.96
Receipts from Poster Account	787.40
Total	\$5,250.93
Disbursements	
January	\$540.86
February	844.72
March	613.92
April	496.58
May	402.20
June	863.97
Poster Account	669.40
Total	\$4,431.65
Excess of receipts over disbursements	\$819.28
Cash balance, January 1, 1930	382.63
Balance June 30, 1930	\$1,201.91

SUMMARY OF CASH RECEIPTS AND DISBURSEMENTS FOR FISCAL YEAR ENDING JUNE 30, 1930

1929	Receipts	Disbursements
July	\$842.71	\$754.63
August	1,024.04	1,692.82
September	427.88	352.05
October	1,196.84	886.73
November	275.78	761.08
December	947.66	710.01
1930	Receipts	Disbursements
January	\$404.24	\$540.86
February	936.58	844.72
March	641.68	613.92
April	441.93	496.58
May	200.14	402.20
June	1,838.96	863.97
Poster Acct.	787.40	669.40
Total	\$9,965.84	\$9,588.97
Total Receipts	9,965.84	
Excess of Receipts over Disbursements		\$376.87
Cash Balance July 1, 1929		825.04
Balance June 30, 1930		\$1,201.91

STATEMENT OF FINANCIAL CONDITION AS AT JUNE 30, 1930

Assets	
Cash on hand and in bank	\$1,201.91
Due from affiliated organizations	1,974.24
Total assets	\$3,176.15
Liabilities	
Accounts payable	\$431.76
Salaries owed Secretary-Treasurer	1,562.40
Dues paid in advance	141.34
Total liabilities	\$2,135.50
Total assets	\$3,176.15
Total liabilities	2,135.50
Excess of Assets over Liabilities	\$1,040.65

We call attention of the delegates to the Certified Public Accountant's Report and are pleased to state that the books are in excellent condition.

Respectfully submitted,

MICHAEL J. O'HARE,
MARGARET I. CONNOLLY,
WILLIAM P. FINN.

CERTIFIED PUBLIC ACCOUNTANT'S REPORT — to December 31, 1929

Massachusetts State Federation of Labor,
11 Beacon Street,
Boston, Mass.

Gentlemen: We have made our customary semi-annual audit of your books and records for the period ending December 31, 1929. There will be found attached the following financial statements:

Exhibit A—Statement of Financial Condition as at December 31, 1929.

Exhibit B—Statement of Receipts and Disbursements from July 1, 1929, to December 31, 1929.

Exhibit C—Analysis of Expenses, July 1, 1929, to December 31, 1929.

Exhibit D—List of Affiliated Organizations In Arrears, Showing Reported Membership and Amounts Due as at December 31, 1929.

Exhibit E—List of Affiliated Organizations in Good Standing or Paid in Advance, Showing Last Reported Membership, December 31, 1929.

For the six months ending December 31, 1929, the receipts were \$4,714.91. Disbursements for the same period were \$5,157.32, giving an excess of disbursements over receipts of \$442.41.

At the beginning of the fiscal year there was a cash balance on hand of \$825.04. The cash balance at the end of the year 1929 was \$382.63, the decrease being the amount of disbursements paid out in excess of receipts. We reconciled this balance with the bank balance and found them in agreement.

During the course of our audit we found omissions had been made from the cash book of items totalling \$2.62. The amounts had been properly deposited in the bank.

The disbursements for the six month period are given in Exhibit C.

At the end of 1929 the enrolled membership was 52,428, included in 247 organizations. Of these, 169 organizations were in arrears and owed the State headquarters \$1,785.34. There were 73 units in good standing and 5 organizations had paid their dues in advance. The amount paid in advance was \$11.48. The organizations in arrears represent a membership of 30,418, and those in good standing 22,010.

During four weeks of this period the Secretary-Treasurer was employed by the National Federation. No salary was drawn by him from the State Federation during that time.

The accounts payable of \$600.00 represent a liability to James Vahey of \$150.00 and to I. H. Feinberg of \$450.00.

At the end of 1928 the cash balance was \$594.49—approximately \$200.00 more than on the date of the

present closing. There was due from affiliated organizations at the end of 1928 \$2,652.85, as compared with \$1,785.34 at the end of 1929.

The excess of assets over liabilities at the closing of 1928 was \$2,608.92. At the end of 1929 the equity of the Federation in the assets was \$765.29.

The receipts for the closing six months of 1928 were \$4,452.26. For the last six months of 1929 they were approximately \$260.00 higher. Disbursements for the closing six months of 1929 were \$80.00 more than for the same period of 1928.

The number of organizations affiliated with your organization at the end of 1928 was 280. At the end of 1929 there were 247 affiliated organizations—a decrease of 33. This decrease represents a shrinkage in membership of 6148. Practically the same number of organizations continue to keep their dues paid up and in good standing. At the end of 1928 there were 79 units in good standing as compared with 73 at the end of 1929.

Our examination included a detailed check of all transactions during the period, comparison of deposits with receipts, examination of cancelled vouchers and cancelled checks, reconciliation of cash balance with the bank balance, checking of postings from the cash records into the individual ledger cards and summarizing, and examination of the stubs of duplicates of receipts as issued against the entries as recorded in the cash book.

The books and records are being well and carefully maintained.

Yours very truly,

P. J. MOYNIHAN & COMPANY,
Certified Public Accountants.
By P. J. Moynihan, C. P. A.

Exhibit A

STATEMENT OF FINANCIAL CONDITION AS AT DECEMBER 31, 1929

Assets

Cash on hand and in bank	\$382.63
Due from affiliated organizations	1,785.34
Total	\$2,167.97

Liabilities

Accounts payable	\$600.00
Accrued salary	791.20
Dues paid in advance	11.48
Total	\$1,402.68
Excess of assets over liabilities	\$765.29

Exhibit B

STATEMENT OF RECEIPTS AND DISBURSEMENTS
FROM JULY 1, 1929, TO DECEMBER 31, 1929

Receipts

July	\$842.71
August	1,024.04
September	427.88
October	1,196.84
November	275.78
December	947.66
Total	\$4,714.91

Disbursements

July	\$754.63
August	1,692.82
September	352.05
October	886.73
November	761.08
December	710.01
Total	\$5,157.32

Excess of disbursements over receipts	\$442.41
Cash balance June 30, 1929	825.04

Balance December 31, 1929	\$382.63
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Exhibit C

ANALYSIS OF EXPENSES

JULY 1, 1929, TO DECEMBER 31, 1929

Payments to Feinberg	\$604.35
Office expense	58.82
Postage, stationery and printing	72.00
Secretary and Treasurer's Salary	1,689.18
Assistant Secretary	780.00
Rent and light	380.33
Miscellaneous expense	28.82
Telephone and telegraph	69.82
Legal expense	150.00
Auditing	50.00
Auditing Committee	64.50
Credential Committee	50.00
Convention expense	449.30
Executive Board expenses	710.20
Total	\$5,157.32

Exhibit D

LIST OF AFFILIATED ORGANIZATIONS IN
ARREARS, SHOWING REPORTED MEMBERSHIP
AND AMOUNTS DUE DECEMBER 31, 1929

Name	Member- ship per last Report	Number of Months in Arrears	Amount Due
Carpenters No. 831	160	3	\$7.20
I. A. T. S. E. and Moving Picture Operators No 454	9	6	.81
Asbestos Workers No. 6	150	6	13.50
Bakers No. 7	100	6	9.00
Barbers No. 182	305	6	27.45
Blacksmiths No. 105	100	3	4.50
Bookbinders No. 56	100	3	4.50
Boot & Shoe Workers No. 0	89	3	4.01
Boot & Shoe Workers No 229	1145	6	103.05
Boot & Shoe Workers No. 512	25	18	6.75
Carpenters No. 51	650	1	9.75
Carpenters No. 157	249	1	3.74
Electric Workers No. 103	900	3	40.50
Engineers No. 849	100	6	9.00
Federal Employees No. 25	500	2	15.00
Metal Polishers No. 95	85	3	3.83
Milk Wagon Drivers No. 380	500	6	45.00
News Writers No. 17662	30	6	2.70
Painters No. 11	1000	3	45.00
S. B. A. & O. E. U. No. 14965	50	6	4.50
Structural Iron Workers No. 7	700	6	63.00
Team Drivers No. 25	1000	1	15.00
United Garment Workers No. 1	350	6	31.50
United Garment Workers No. 98	30	6	2.70
Waitresses No. 112	85	3	3.83
Wood-Wire-Metal Lathers No. 72	250	6	22.50
C. L. U., Brockton		3	3.75
Carpenters No. 1550	286	1	4.29
Barbers No. 238	100	3	4.50
Boot & Shoe Workers No. 35	1377	3	61.97
Boot & Shoe Workers No. 36	838	3	37.71
Boot & Shoe Workers No. 100	930	3	41.85
Boot & Shoe Workers No. 118	547	3	24.62
Boot & Shoe Workers No. 256	347	3	15.62
Boot & Shoe Workers No. 357	667	3	30.02
Mixed Union Boot & Shoe No. 38	700	6	63.00
Carpenters No. 624	360	6	32.40
Typographical No. 224	76	3	3.42
Brick and Clay Workers No. 411	48	6	4.32
Bookbinders No. 204	75	3	3.38
Federation of Teachers No. 195	66	3	2.97
A. A. St. E. R. E. of A. No. 240	240	6	21.60
Barbers No. 894	30	5	2.25
Barbers No. 331	50	3	2.25
C. L. U., Fall River		6	7.50
C. L. U., Fitchburg		3	3.75
A. A. St. E. R. E. of A. No. 690	78	3	3.51
Barbers No. 284	40	3	1.80
Electrical Workers No. 256	40	3	1.80
Barbers No. 389	16	4	.96
Plumbers & Steamfitters No. 92	23	6	2.07
Barbers No. 375	50	3	2.25
Barbers No. 391	34	2	1.02
Boot & Shoe Workers No. 1	255	3	11.48
Carpenters No. 82	135	2	4.05
Cooks & Waiters No. 201	172	3	7.74
Federal Employees No. 51	42	3	1.89
C. L. U., Holyoke		3	3.75
Bakery & Conf. Workers No. 96	60	6	5.40
Paper Makers No. 1	100	3	4.50
Full Fashioned Hosiery Workers No. 21	38	6	3.42
Typographical No. 253	52	3	2.34

Name	Member- ship per last Report	Number of Months in Arrears	Amount Due	Name	Member- ship per last Report	Number of Months in Arrears	Amount Due
Stage Hands No. 89	20	5	1.50	Machinists No. 348	10	6	.90
Textile Workers No. 1197	120	6	10.80	Carpenters No. 2070	27	6	2.43
A. A. St. E. R. E. of A. No. 261	100	6	9.00	United Textile Workers No. 33	2000	3	90.00
Boot & Shoe Workers No. 1190	421	3	18.95	Loom Fixers No. 30	82	3	3.69
Bottlers & Drivers No. 119	24	3	1.08	Boot & Shoe Workers No. 143	516	3	23.22
Carpenters No. 111	200	6	18.00	Barbers No. 30	100	7	10.50
Carpenters No. 1092	43	6	3.87	Building Serv. Emp. No. 75	8	2	.24
Painters & Decorators No. 44	164	3	7.38	Carpenters No. 96	340	1	5.10
Plumbers and Steamfitters No. 283....	67	3	3.02	Carpenters No. 1105	55	3	2.48
Moving Picture Operators No. 256	18	3	.81	Pattern Makers League	45	3	2.03
Trades & Labor Council		3	3.75	Moving Picture Operators No. 186	45	3	2.03
A. A. St. E. R. E. of A. No. 280	207	1	3.11	Tobacco Strippers No. 519	23	1	.35
Barbers No. 323	48	2	1.44	Plumbers No. 89	130	3	5.85
Electrical Workers No. 588	60	3	2.70	Painters No. 257	100	3	4.50
Carpenters No. 1610	155	3	6.98	Steamfitters & Helpers No. 603	80	3	3.60
Cigarmakers No. 255	20	6	1.80	Electrical Workers No. 7	115	3	5.18
Iron Moulders No. 85	58	3	2.61	A. A. St. E. R. E. of A. No. 243.....	87	5	6.53
Machinists No. 138	50	5	3.75	C. L. U., Taunton		4	5.00
Moving Picture Operators No. 546....	11	3	.50	Metal Polishers No. 154	30	12	5.40
Typographical No. 310	110	6	9.90	Bakers No. 54	34	6	3.06
Barbers No. 347	100	2	3.00	A. A. St. E. R. E. of A. No. 600	260	6	23.40
Carpenters No. 595	547	4	32.82	Barbers No. 711	50	5	3.75
C. L. U., Lynn		3	3.75	Federal Labor Union	16	6	1.44
Painters, Decorators & Paperhangers No. 111	150	8	18.00	Carpenters No. 708	158	1	2.37
Teamsters No. 42	249	3	11.21	Boot & Shoe Workers No. 278.....	11	3	.50
Typographical No. 20	116	3	5.22	Boot & Shoe Workers No. 69.....	100	3	4.50
Theatrical Stage Emp. No. 73	23	4	1.32	Carpenters No. 991	55	3	2.48
Overpaid 6c to August				Carpenters No. 885	70	3	3.15
Electrical Workers No. 377	80	3	3.60	C. L. U., Worcester		2	2.50
Journeyman Plumbers and Steam- fitters No. 550	55	6	4.95	A. A. St. E. R. E. of A. No. 22	600	6	54.00
Carpenters No. 1271	21	12	3.78	Barbers No. 186	151	3	6.80
Boot & Shoe Workers No. 20	561	3	25.25	Bottlers & Drivers No. 180	17		.02
Plumbers & Steamfitters No. 201	126	3	5.67	June 28th payment short 2c			
Barbers No. 447	97	3	4.45	Carpenters No. 408	152	3	6.84
Carpenters No. 1021	109	2	3.27	Carpenters No. 877	75	3	3.38
Musicians No. 214	200	11	33.00	Electrical Workers No. 96	100	6	9.00
I. A. T. S. E. No. 83	17	6	1.53	Moulders No. 5	200	3	9.00
A. A. St. E. R. E. of A. No. 549	52	1	.78	Machinists No. 339	23	7	2.42
Theatrical Stage Emp. No. 232	21	4	1.26	I. A. T. S. E. & Moving Picture Operators No. 96	74	3	3.33
Full Fashioned Hosiery Workers No. 12	150	3	6.75	Web Pressmen No. 29	28	6	2.52
Carpenters No. 866	112	3	5.04	Typographical No. 165	217	3	9.43
I. B. Bookbinders No. 176	120	5	9.00	17c overpaid November			
Carpenters No. 1579, Onset	24	1	.36	Stationary Firemen & Oilers No. 88	32	3	1.44
Carpenters No. 444	238	6	14.52	Painters No. 253	150	3	6.75
Carpenters No. 159	47	1	.71	Moving Picture Mach. Oper. No. 245	30	3	1.35
C. L. U., Quincy		6	7.50	Marine Plumbers No. 829	45	2	1.35
A. A. St. E. R. E. of A. No. 253	124	6	11.16	Neckwear Workers No. 15200	60	3	2.70
Carpenters No. 762	434	1	6.51	Telephone Operators No. 1-A	200	6	18.00
Barbers No. 390	52	2	1.56	C. L. U., Framingham		6	7.50
C. L. U., Rockland		3	3.75	Carpenters No. 551	146	3	6.57
Boot & Shoe Workers No. 48	810	9	109.35	Steamfitters & Helpers No. 277	55	3	2.48
C. L. U., Salem		3	3.75	Plumbers No. 448	60	3	2.70
A. A. St. E. R. E. of A. No. 246	85	3	3.83	C. L. U., Northampton		3	3.75
Barbers No. 385	97	3	4.37	Plumbers & Steamfitters No. 138	125	2	3.75
Electrical Workers No. 259	65	3	2.93				
I. A. T. S. E. No. 196	19	6	1.71	Total	30418		\$1,785.34

Exhibit E

LIST OF AFFILIATED ORGANIZATIONS IN GOOD
STANDING OR PAID IN ADVANCE, SHOWING LAST
REPORTED MEMBERSHIP DECEMBER 31, 1929

Name	Membership per last Report	Name	Membership per last Report
Barbers No 250	10	United Garment Workers No. 163	170
C. L. U., Boston	—	United Hatters No. 6	50
A. A. St. E. R. E. of A. No. 589	6000	Paid in advance \$2.25	
Bartenders No. 77	17	Carpenters No. 878	210
Bottlers & Drivers No. 122	100	A. A. St. E. R. E. of A. No. 235	133
Brewery Workers No. 14	50	Bakery & Confectionery Workers No. 180	80
Brewery Workers No. 29	16	C. L. U., Cambridge	—
Bridge Tenders No. 12333	40	Paid in advance \$3.75	
Carpenters No. 40	900	A. A. St. E. R. E. of A. No. 174	152
Cement & Asphalt Finishers No. 534	200	Moving Picture Operators No. 424	14
Cigarmakers No. 97	700	Fish Splitters & Handlers No. 14270	8
City Men No. 149	150	Bill Posters No. 64	9
Cooks and Pastry Cooks Association No. 186	300	I. A. T. S. E. No. 381	14
Delivery Drivers and Chauffeurs No. 394	50	A. A. St. E. R. E. of A. No. 537	213
Electric Workers No. 104	200	Electrical Workers No. 707	40
Electrotypers No. 11	150	Stationary Fireman, Helpers and Oilers No. 4	150
Elevator Construction No. 4	306	C. L. U., Lawrence	—
Firemen No. 3	400	Printing Pressmen No. 89	29
Gas Distributors No. 15268	100	A. A. St. E. R. E. of A. No. 238	180
Gas Fitters and Fixture Hangers No. 175	28	Electrical Workers No. 622	20
Hoisting & Portable Engineers No. 4	300	Plumbers and Steamfitters No. 145	115
Hotel & Restaurant Employees No. 34	800	United Textile Workers of A. No. 771	340
Machinists No. 264	334	Boot & Shoe Workers No. 40	20
Mailers No. 1	230	Spinners No. 1651	110
Moving Picture Operators No. 182	114	Paid in advance \$3.30	
Municipal Women Employees No. 15906	15	United Garment Workers No. 124	35
Paid in advance 3c		Printing Pressmen No. 35	96
Musicians No. 9	2315	C. L. U., Pittsfield	—
News Wagon Drivers No. 259	426	Paid in advance \$1.25	
Newspaper Web Pressmen No. 3	500	Moving Picture Operators No. 452	16
Photo Engravers No. 3	100	C. L. U., Somerville	—
Plumbers No. 12	200	C. L. U., Springfield	—
Printing Pressmen No. 67	200	A. A. St. E. R. E. of A. No. 448	534
Press Assistants No. 18	200	Bakery & Confectionery Workers No. 32	81
Sheet Metal Workers Int. Ass'n No. 17	500	Bill Posters No. 15	14
Steamfitters No. 537	500	Cigarmakers No. 49	80
Stereotypers No. 2	174	Cigarmakers No. 326	12
Typographical No. 13	1793	Moving Picture Operators No. 505	29
Theatrical Stage Employees No. 11	411	Moulders No. 102	34
Team Drivers No. 379	60	Paperhangers No. 483	42
		Quarryworkers No. 81	60
		Paid in advance 90c	
		Cotton Weavers No. 26	10
		Stage Employees No. 131	21
		Total	22010

CERTIFIED PUBLIC ACCOUNTANT'S REPORT — to June 30, 1930

Massachusetts State Federation of Labor,
11 Beacon Street,
Boston, Mass.

Gentlemen: We have completed our examination of your books and records for the six-month period ending June 30, 1930, which date coincides with the close of your fiscal year.

The following financial statements have been prepared as a result of this examination and are attached hereto:—

Exhibit A—Statement of Financial Condition as at June 30, 1930.

Exhibit B—Statement of Receipts and Disbursements from January 1, 1930, to June 30, 1930.

Exhibit C—Analysis of Expenses, January 1, 1930, to June 30, 1930.

Exhibit D—List of Affiliated Organizations in Arrears, showing reported membership and amounts due, June 30, 1930.

Exhibit E—List of Affiliated Organizations in Good Standing or Paid in Advance, showing last reported membership, June 30, 1930.

Exhibit F—Statement of Receipts and Disbursements for Fiscal Year ended June 30, 1930.

Exhibit G—Analysis of Expenses for Fiscal Year ended June 30, 1930.

During the six months just completed receipts from dues were \$4,463.53, as compared with \$5,303.01 for the same six months of 1929—a shrinkage in receipts from dues of \$840.00.

The disbursements for the six months just closed are \$3,762.25, as compared with disbursements of \$5,072.46 for the same six months one year ago.

Additional income for this period has been received from the Poster Account, totalling \$787.40, against which expenses of \$669.40 have been paid.

The excess of receipts over disbursements is \$819.28, which, added to the balance at the beginning of the year, leaves a cash balance now in the treasury of \$1,201.91. At the end of the fiscal year June 30, 1929, your cash balance was \$825.04.

There is now due from affiliated organizations \$1,974.24, which, with the cash on hand, gives total assets at full realizable value of \$3,176.15. From this should be deducted unpaid officers' salaries of \$1,562.40, and unpaid bills of \$431.76, which, with dues paid in advance of \$141.34, makes a total liability against your organization of \$2,135.50.

Your equity in the assets is, therefore, \$1,040.65. On June 30, 1929, the Massachusetts State Federation equity in the assets was \$2,037.63.

The expenses of operation for the six months under examination were \$4,431.65. The details are furnished in Exhibit C.

In Exhibit F we are showing receipts and disbursements for the twelve months, July 1, 1929, to June 30, 1930. The receipts for that period were \$9,965.84, and the expenses of operation \$9,588.97. An analysis of expenditures for the year is given in Exhibit G.

At the close of this fiscal year one hundred twenty-four organizations were in arrears, one hundred six in good standing, and twenty-one paid in advance, which makes total affiliated organizations of two hundred fifty-one, representing a total membership of 50,076. The organizations in arrears represent a membership of 20,520, and the organizations paid in advance and in good standing 29,556.

Included in the organizations in good standing is the Fish Splitters and Handlers No. 14270. The charter of this unit was discontinued on the date of last payment.

We have made a detailed check of the disposition of all income received, vouched the cancelled checks against the entries in the records, saw duplicate receipts for all dues received from affiliated organizations, saw receipted bills for all payments made, and reconciled the cash balance appearing on the books with the balance reported by the depository bank.

Our check of the poster account was confined to a scrutiny of the receipts from that source as listed in the Federation books. All money so received has been properly accounted for. Confirmation of the income has been requested from the Springfield representative of the organization through the Secretary-Treasurer, as there is no information in the office files to verify that income.

We are pleased to report to the officers that the books and records of the organization are being well and carefully maintained.

Yours very truly,

P. J. MOYNIHAN & COMPANY,
Certified Public Accountants.

By P. J. Moynihan, C. P. A.

Exhibit A

STATEMENT OF FINANCIAL CONDITION AS AT JUNE 30, 1930

Assets

Cash on hand and in bank	\$1,201.91
Due from affiliated organizations	1,974.24
Total Assets	\$3,176.15

Liabilities

Accounts payable	\$431.76
Salaries payable to officers	1,562.40
Dues paid in advance	141.34
Total Liabilities	\$2,135.50
Excess of Assets over Liabilities	\$1,040.65

Exhibit B

STATEMENT OF RECEIPTS AND DISBURSEMENTS FROM JANUARY 1, 1930, TO JUNE 30, 1930.

Receipts

January	\$404.24
February	936.58
March	641.68
April	441.93
May	200.14
June	1,838.96
Receipts from Poster Account	787.40
Total	\$5,250.93

Disbursements

January	\$540.86
February	844.72
March	613.92
April	496.58
May	402.20
June	863.97
Poster Account	669.40
Total	\$4,431.65
Excess of receipts over disbursements	\$819.28
Cash balance January 1, 1930	382.63
Balance June 30, 1930	\$1,201.91

Exhibit C

ANALYSIS OF EXPENSES
JANUARY 1, 1930, TO JUNE 30, 1930

Payments to Feinberg	\$450.00
Office expenses	42.09
Postage, stationery and printing	102.71
Executive Board	545.00
Salary—Secretary-Treasurer	1,353.80
Salary—Mr. Cabral	270.00
Salary—Assistant Secretary	780.00
Rent and light	381.39
Miscellaneous expenses	28.46
Convention expenses	11.50
Telephone and telegraph	92.68
Commission, Poster account	374.02
Total	\$4,431.65

Exhibit D

LIST OF AFFILIATED ORGANIZATIONS IN
ARREARS SHOWING REPORTED MEMBERSHIP
AND AMOUNTS DUE
JUNE 30, 1930

Name	Member- ship per last Report	Number of Months in Arrears	Amount Due
Carpenters No. 831	160	9	\$21.60
Carpenters No. 878	208	1	3.12
Asbestos Workers No. 6	150	12	27.00

Name	Member- ship per last Report	Number of Months in Arrears	Amount Due
Barbers No. 182	305	6	27.45
Bartenders No. 77	17	6	1.53
Billposters & Billers No. 17	125	4	7.50
Boot & Shoe Workers No. 0	89	6	8.01
Boot & Shoe Workers No. 229	102	12	18.36
Boot & Shoe Workers No. 512	25	24	9.00
Carpenters No. 51	650	1	9.75
Carpenters No. 157	249	3	11.21
City Men No. 149	150	3	6.75
Engineers No. 849	100	12	18.00
Federal Employees No. 25	410	3	18.45
Firemen No. 3	400	3	18.00
Marine Plumbers, Fitters, and Help- ers No. 829	45	5	3.38
Moving Picture Oper. No. 182	114	3	5.13
News Writers No. 17662	30	12	5.40
Photo Engravers No. 3	100	3	4.50
Sheet Metal Workers Int. Asso. No. 17	500	3	22.50
S. B. A. & O. E. U. No. 14965	50	3	2.25
Structural Iron Workers No. 7	700	12	126.00
Team Drivers No. 25	1000	4	60.00
United Garment Workers No. 1	350	12	63.00
United Garment Workers No. 98	30	12	5.40
Waitresses No. 112	125	3	5.51
Last payment 12c over			
Carpenters No. 1550	279	1	4.18
Bakery & Conf. Workers No. 180	80	6	7.20
Boot & Shoe Workers No. 35	1377	9	185.90
Boot & Shoe Workers No. 36	833	6	74.97
Boot & Shoe Workers No. 100	934	6	84.06
Boot & Shoe Workers No. 118	530	6	47.70
Boot & Shoe Workers No. 256	344	6	30.96
Boot & Shoe Workers No. 3570	644	6	57.96
Mixed Union Boot & Shoe No. 38	700	7	73.50
Electrical Workers No. 223	60	16	13.26
Paid \$1.14 June 1, 1930			
Moving Picture Oper. No. 437	24	18	6.48
Brick & Clay Workers No. 411	48	12	8.64
Barbers No. 284	40	3	1.80
Electrical Workers No. 256	40	9	5.40
Plumbers & Steamfitters No. 92	28		.40
Paid 80c June 28, 1930; 40c short			
C. L. U., Framingham		12	15.00
Boot & Shoe Workers No. 1	245	6	22.05
Carpenters No. 82	135	3	6.08
Federal Employees	32	3	1.44
Bakery & Conf. Workers No. 96	60	12	10.80
Full Fashioned Hosiery Workers No. 21	38	6	3.42
Painters No. 253	150	2	4.75
Last payment 25c short			
Paper Makers No. 1	100	3	4.50
Stage Hands No. 89	20	3	.90
Typographical No. 253	52	3	2.34
Textile Workers No. 1197	120	12	21.60
A. A. St. E. R. E. of A. No. 261	100	12	18.00
Boot & Shoe Workers No. 119	401	6	36.09
Bottlers & Drivers No. 119	24	9	3.24
Carpenters No. 551	137	5	10.28

Name	Member- ship per last Report	Number of Months in Arrears	Amount Due
Moving Pict. Oper. No. 256	18	3	.81
Painters & Decorators No. 44	164	9	22.14
A. A. St. E. R. E. of A. No. 280	150	1	2.25
Cigarmakers No. 255	20	12	3.60
Electrical Workers No. 588	60	9	8.10
Machinists No. 138	50	11	8.25
Typographical No. 310	110	12	19.80
C. L. U., Lynn		9	11.25
Carpenters No. 595	464	1	6.96
Electrical Workers No. 377	80	9	10.80
Electrical Workers No. 622	20	6	1.80
Moving Pict. Oper. No. 245	30	9	4.05
Painters, Decorators & Paper Hang- ers No. 111	150		12.00
\$12.00 due on last payment			
Steamfitters & Helpers No. 55	55	9	7.43
Theatrical Stage Emp. No. 73	23	10	3.39
Last payment 6c over			
Plumbers & Steamfitters No. 550	55	12	9.90
Boot & Shoe Workers No. 20	542	6	48.78
Carpenters No. 1271	21	6	1.89
Plumbers No. 448	60	9	8.10
Carpenters No. 1021	89		.59
Payment on June 28 59c short			
Musicians No. 214	200	17	51.00
Plumbers & Steamfitters No. 201 ...	126	9	17.01
I. A. T. S. E. No. 83	17	12	3.06
C. L. U., Northampton		9	11.25
Full Fashioned Hosiery Workers No. 12	150	9	20.25
Theatrical Stage Emp. No. 232	21	10	3.15
I. B. Bookbinders No. 176	120	11	19.80
Carpenters No. 1579	19	1	.29
M. P. O. No. 452	16	6	1.44
Carpenters No. 444	238	12	42.84
Carpenters No. 1591	39	4	2.94
Last payment 60c short			
C. L. U., Quincy		12	15.00
Boot & Shoe Workers No. 48	650	6	58.50
C. L. U., Salem		3	3.75
A. A. St. E. R. E. of A. No. 246	86	6	7.74
Barbers No. 385	92	3	4.14
Carpenters No. 2070	22	6	1.98
I. A. T. S. E. No. 196	18	6	1.62
Machinists No. 348	10	12	1.80
Plumbers & Steamfitters No. 138	126	5	9.45
Boot & Shoe Workers No. 143	516	6	46.44
Barbers No. 30	100		4.50
Due on June payment			
Building Service Emp. Int. No. 75 ...	8	8	.96
Carpenters No. 96	330	2	9.90
Carpenters No. 1105	56	6	5.04
Electrical Workers No. 7	115	6	10.35
Steamfitters & Helpers No. 603	80	6	7.20
Tobacco Strippers No. 519	22	1	.33
C. L. U., Taunton		4	5.00
A. A. St. E. R. E. of A. No. 243	81	2	2.43
Cigarmakers No. 326	12	6	1.08
Metal Polishers No. 154	32	3	1.44
A. A. St. E. R. E. of A. No. 600	260		.10
Payment June 28 short 10c			

Name	Member- ship per last Report	Number of Months in Arrears	Amount Due
Barbers No. 711	50	11	8.25
Boot & Shoe Workers No. 278	11	6	.99
Federal Labor Union	16	6	1.44
Boot & Shoe Workers No. 69	100	6	9.00
C. L. U., Worcester		8	10.00
Bottlers & Drivers No. 180	17	6	1.55
Last payment 2c short			
Carpenters No. 408	136		1.00
Last payment \$1.00 short			
Electrical Workers No. 96	100	12	18.00
Machinists No. 339	23	1	.35
Paperhangers No. 483	42	6	3.78
Stationary Firemen & Oilers No. 88..	32	3	1.44
I. A. T. S. E. and M. P. O. No. 96....	74	6	6.66
Typographical No. 105	217	6	19.53
Web Pressmen No. 29	28	12	5.04
Painters No. 48	192	18	51.84
Total	20520		\$1,974.24

Exhibit E

LIST OF AFFILIATED ORGANIZATIONS IN
GOOD STANDING OR PAID IN ADVANCE
SHOWING LAST REPORTED MEMBER-
SHIP JUNE 30, 1930

Name	Membership per last Report
Barbers No. 250	10
Paid in advance 90c	
I. A. T. S. E. and Moving Pict. Oper. No. 454.....	12
C. L. U., Boston	—
A A. St. E. R. E. of A. No. 589	6000
Bakers No. 7	100
Blacksmiths No. 105	100
Bookbinders No. 56	100
Bottlers & Drivers No. 122	100
Brewery Workers No. 14	50
Brewery Workers No. 29	15
Bridge Tenders No. 12333	40
Carpenters No. 40	867
Cement & Asphalt Fin. No. 534	200
Cigarmakers No. 97	700
Cooks & Pastry Cooks Association No. 186	300
Delivery Drivers & Chauffeurs No. 394	50
Electric Workers No. 103	900
Electric Workers No. 104	200
Electrotypers No. 11	150
Elevator Constructors No. 4	306
Gas Distributors No. 15268	100
Gas Fitters & Fixture Hangers No. 175	30
Hoist. & Port. Engineers No. 4	300
Hotel & Restaurant Employees No. 34	800
Machinists No. 264	334
Mailers No. 1	230
Metal Polishers No. 95	80
Municipal Women Employees No. 15906	50
Paid in advance \$4.50	
Musicians No. 9	2210
Neckwear Workers No. 15200	62

Name	Membership per last Report	Name	Membership per last Report
News Wagon Drivers No. 259	425	Carpenters No. 1610	141
Paid in advance \$38.25		Cotton Weavers No. 26	10
Newspaper Web Pressmen No. 3	500	Paid in advance 90c	
Paid in advance \$45.00		Iron Moulders No. 85	46
Painters No. 11	1000	Moving Picture Oper. No. 546	12
Plumbers No. 12	200	Paid in advance \$1.08	
Press Assistants No. 18	200	A. A. St. E. R. E. of A. No. 238	180
Printing Pressmen No. 67	200	Barbers No. 347	100
Steam Fitters No. 537	500	Teamsters No. 42	164
Stereotypers No. 2	176	Typographical No. 20	120
Team Drivers No. 379	60	Plumbers and Steamfitters No. 145	111
Telephone Operators No. 1A	200	United Textile Workers of America No. 771	250
Theatrical Stage Employees No. 11	410	Paid in advance \$3.75	
Typographical No. 13	1793	Boot & Shoe No. 40	20
United Hatters No. 6	50	Barbers No. 447	104
Paid in advance \$2.25		Spinners No. 1651	100
United Garment Workers No. 163	170	Paid in advance \$12.00	
Wood Wire & Metal Lathers No. 72	250	Stage Employees No. 131	21
C. L. U., Brockton	—	Paid in advance 3c	
A. A. St. E. R. E. of A. No. 235	133	A. A. St. E. R. E. of A. No. 549	49
Barbers No. 238	100	United Garment Workers No. 124	35
Carpenters No. 624	362	Carpenters No. 866	108
Typographical No. 224	76	Printing Pressmen No. 35	93
C. L. U., Cambridge	—	C. L. U., Pittsfield	—
Paid in advance \$3.75		Paid in advance \$1.25	
Bookbinders No. 204	75	A. A. St. E. R. E. of A. No. 253	112
Federation of Teachers No. 195	54	Barbers No. 390	43
A. A. St. E. R. E. of A. No. 240	230	Carpenters No. 762	393
Barbers No. 894	30	C. L. U., Rockland	—
C. L. U., Fall River	—	Elec. Workers No. 259	66
A. A. St. E. R. E. of A. No. 174	152	Loom Fixers No. 30	80
Barbers No. 331	50	United Textile Workers No. 33	2000
Paid in advance 75c		C. L. U., Somerville	—
Moving Picture Oper No. 424	14	C. L. U., Springfield	—
Paid in advance \$1.26		Paid in advance \$7.50	
C. L. U., Fitchburg	—	A. A. St. E. R. E. of A. No. 448	534
Paid in advance \$1.75		Bakery & Conf. Workers No. 32	80
A. A. St. E. R. E. of A. No. 690	72	Bill Posters No. 15	20
Barbers No. 389	15	Cigarmakers No. 49	80
Paid in advance 51c		Moving Picture Operators No. 186	44
Barbers No. 375	50	Painters No. 257	100
Fish Splitters & Handlers No. 14290	8	Pattern Makers League	45
Barbers No. 391	34	Plumbers No. 89	125
Bill Posters No. 64	9	Paid in advance \$11.25	
Cooks and Waiters No. 201	178	Bakers No. 54	34
I. A. T. S. E. No. 381	14	Molders No. 102	34
C. L. U., Holyoke	—	I. A. T. S. E. No. 505	28
A. A. St. E. R. E. of A. No. 537	192	Carpenters No. 708	138
Electrical Workers No. 707	36	Carpenters No. 991	46
Stationary Firemen, Helpers and Oilers No. 4	150	Carpenters No. 885	69
Quarry Workers No. 81	60	A. A. St. E. R. E. of A. No. 22	317
Paid in advance 90c		Barbers No. 186	158
C. L. U., Lawrence	—	Carpenters No. 877	75
Paid in advance \$3.75		Paid in advance 1c	
Carpenters No. 111	198	Molders No. 5	200
Carpenters No. 1092	38		
Plumbers & Steamfitters No. 283	70		
Printing Pressmen No. 89	29		
Typographical No. 51	62		
Trades and Labor Council	—		
Barbers No. 323	50		
		Total	29556
		Amount paid in advance, \$141.34	

Exhibit FSTATEMENT OF RECEIPTS AND DISBURSEMENTS FOR FISCAL YEAR ENDING
JUNE 30, 1930**Receipts**

July, 1929	\$842.71
August	1,024.04
September	427.88
October	1,196.84
November	275.78
December	947.66
January, 1930	404.24
February	936.58
March	641.68
April	441.93
May	200.14
June	1,838.96
Poster Account	787.40
Total	\$9,965.84

Disbursements

July, 1929	\$754.63
August	1,692.82
September	352.05
October	886.73
November	761.08
December	710.01
January, 1930	540.86
February	844.72
March	613.92

April	496.58
May	402.20
June	863.97
Poster Account	669.40

Total \$9,588.97

Excess of Receipts over Disbursements \$376.87
Cash Balance July 1, 1929 825.04

Balance June 30, 1930 \$1,201.91

Exhibit GANALYSIS OF EXPENSES
FOR FISCAL YEAR ENDED JUNE 30, 1930

Payments to Feinberg	\$1,054.35
Office expenses	100.91
Postage, stationery and printing	174.71
Secretary-Treasurer salary	3,042.98
Assistant Secretary salary	1,560.00
Rent and light	761.72
Miscellaneous expenses	57.28
Telephone and telegraph	162.50
Legal expenses	150.00
Auditing	50.00
Auditing committee	64.50
Credential committee	50.00
Convention expenses	460.80
Executive board	1,125.20
Salary to Mr. Cabral	400.00
Commission, Poster Account	374.02

Total \$9,588.97

Respectfully submitted,

JOSEPH J. CABRAL, President.
MICHAEL J. O'HARE
MARGARET I. CONNOLLY
WILLIAM P. FINN
EUGENE J. SWEENEY
ROBERT J. WATT
THOMAS F. CONROY
JOHN F. GATELEE

Vice-Presidents.

MARTIN T. JOYCE, Sec.-Treas.

